



MINISTRY OF CLIMATE CHANGE, ENVIRONMENT AND ENERGY

Maldives' Climate Change Gender Action Plan 2026 - 2031



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Climate Change Gender Action Plan

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List of Abbreviations

ADB	Asian Development Bank
ARISE	Accelerating Renewable Energy Integration and Sustainable Energy Project
BCC	Business Center Corporation
BTR	Biennial Transparency Report
CANCC	Coalition of Atoll Nations on Climate Change
CBO	Community-based Organisations
CC-GAP	Climate Change Gender Action Plan
CCD	Climate Change Department
CSO	Civil Society Organisations
DRM	Disaster Risk Management
GEAP	Gender Equality, Disability and Social Inclusion
GEDSI	Gender Equality, Disability and Social Inclusion
GHG	Greenhouse Gas
IPCC	Intergovernmental Panel on Climate Change
M&E	Monitoring and Evaluation
MBS	Maldives Bureau of Statistics
MEL	Monitoring, Evaluation and Learning
MGEM	Maldives Gender Equality Model
MNU	Maldives National University
MOCCEE	Ministry of Climate Change, Environment and Energy
MOEDTT	Ministry of Economic Development, Transport and Trade
MOEHESD	Ministry of Education, Higher Education and Skills Development
MOFAOR	Ministry of Fisheries, Agriculture and Ocean Resources
MOFPE	Ministry of Finance and Public Enterprise
MOHFW	Ministry of Health, Family and Welfare
MOIHUD	Ministry of Infrastructure, Housing and Urban Development
MOSFD	Ministry of Social and Family Development
MOTCA	Ministry of Tourism and Civil Aviation
MOYESF	Ministry of Youth Empowerment, Sports and Fitness

MOYESF	Ministry of Youth Empowerment, Sports and Fitness
MRC	Maldivian Red Crescent
NAP	National Adaptation Plan
NBS	National Bureau of Statistics
NDC	Nationally Determined Contribution
NSDS	National Strategy for the Development of Statistics
SDGs	Sustainable Development Goals
SME	Small and Medium Enterprise
STEM	Science, Technology, Engineering and Mathematics
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNICEF	The United Nations Children's Fund
WDC	Women's Development Committee

Foreword



H.E Mr Ali Shareef

Minister of Climate Change,
Environment and Energy

The Maldives' Climate Change Gender Action Plan marks a significant step towards integrating gender equality and social inclusion into the country's climate agenda. It provides a strategic framework to ensure that women, men, girls, and boys are empowered to participate meaningfully in climate decision-making, benefit equitably from climate investments, and contribute to building a resilient and sustainable future. This Gender Action Plan recognises that climate change affects individuals and communities differently and seeks to address existing gender inequalities while strengthening the adaptive capacity and resilience for all.

The Government of Maldives remains firmly committed to guaranteeing equal rights and freedoms for all without discrimination. This commitment is further reinforced by the

Gender Equality Act (Act No. 18/2016), the country's primary legislative framework for promoting gender equality. Maldives also remains committed to the United Nations Framework Convention on Climate Change (UNFCCC), and to fulfilling its obligations under the Paris Agreement. Furthermore, the Maldives is committed to advancing the objectives of the 2030 Agenda for Sustainable Development and the Antigua and Barbuda Agenda for SIDS. This Gender Action Plan aligns with these national and international commitments, while reinforcing our efforts to promote gender-responsive climate governance, inclusive adaptation, low-carbon development, and climate resilience across all sectors.

Developed through a consultative process involving all relevant stakeholders from various sectors, this Gender Action Plan reflects a shared national vision for advancing gender-responsive climate action. It identifies practical actions to strengthen institutional capacity, improve access to climate finance and technology, promote women's leadership and participation, enhance sex-disaggregated data and knowledge systems, and ensure that climate policies and programmes leave no one behind.

The successful implementation of this Gender Action Plan will require strong partnerships, predictable finance and adequate technical resources, and coordinated action across all sectors and levels of government. By empowering our society to actively participate in climate action, we can accelerate our transition towards a more resilient, equitable, and sustainable Maldives. I am confident that, through the continued collaboration and dedication of all stakeholders, this Gender Action Plan will provide a strong foundation for integrating gender equality into climate policy, planning, and implementation.

Through the implementation of this Climate Change Gender Action Plan, we reaffirm our commitment to ensuring that climate action is not only ambitious, but also inclusive, equitable, and transformative for present and future generations.

H.E Mr Ali Shareef

Minister of Climate Change, Environment and Energy

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1

Executive Summary

A local woman preparing to make rope using coconut husks after treating the husks in a unique process. Kulhudhuffushi, Maldives.

PHOTO BY ASHWA FAHEEM

1. Executive Summary

The Maldives Climate Change – Gender Action Plan (CC-GAP) 2026 – 2031 is a dedicated national framework aimed at integrating gender considerations into climate change policy, planning, financing and implementation. The plan recognises that climate change impacts all, and that existing inequalities in accessing resources, services and decision-making spaces exacerbate the vulnerability, limiting adaptive capacity of women and other vulnerable groups.

The overall objective of the CC-GAP is to ensure that national climate action is equitable and sustainable by strengthening women and youth leadership, reducing structural barriers and prioritising a gender-responsive approach to climate adaptation and mitigation, while building their resilience to climate change.

The CC-GAP was developed through a participatory process. The methodology included a review of national laws, policies, strategies, climate commitments, and existing gender studies, alongside stocktaking of available sex-disaggregated data and ongoing initiatives. Additionally, it also builds on national-level stakeholder engagements that brought together government institutions, local authorities, civil society, technical partners, and development agencies to identify sectoral gaps and opportunities. These engagements helped identify strong stakeholder call for clearer institutional coordination, stronger data systems, practical implementation tools and called for a shift towards meaningful participation of women in decision-making.

The CC-GAP is structured around five mutually reinforcing pillars:

- **Institutional Capacity:** aimed at strengthening the capacity of institutions to deliver gender-responsive climate action and increase coordination
- **Policy and Planning:** ensuring integration of gender considerations into sectoral policies and plans
- **Building Resilience Through Participation and Empowerment:** aimed at promoting women and youth's leadership and economic resilience in climate-sensitive sectors through local knowledge and innovation.
- **Gender-Responsive Data Generation and Use:** developed to address data gaps and establish data sharing and gathering protocols for gender-disaggregated data
- **Resource Allocation for Gender Responsive Climate Action:** facilitate access to resources for women and vulnerable groups

For the purposes of implementation, the CC-GAP defines short-term actions as 2026–2027, medium-term actions as 2027–2029, and long-term actions as 2029–2031, ensuring clarity and feasibility in planning and monitoring across all pillars.

A woman wearing a teal hijab and matching long-sleeved top is seated on a sandy beach. She is focused on weaving a large, flat mat from dried coconut leaves. She holds a long, thin wooden stick diagonally across her lap, using it to press and align the leaves. Several bundles of dried coconut leaves are scattered around her on the sand. The background is a soft-focus view of the beach and some distant structures.

2

Introduction

Women and local artisans traditionally collect dried coconut leaves that have dropped from the palm for weaving. Hanimaadhoo, Maldives.

PHOTO BY ASHWA FAHEEM

2. Introduction

2.1 General Overview

The Maldives is among the world's most climate-vulnerable Small Island Developing States. Rising sea levels, coastal erosion, ocean warming, changing rainfall patterns, and more frequent extreme weather events threaten the country's ecosystems, infrastructure, economy, and the wellbeing of its people (Ministry of Climate Change, Environment and Energy [MOCCEE], 2024). As a nation whose communities, livelihoods and culture are intrinsically connected to the ocean, climate change presents not only an environmental challenge, but also a social and development challenge that affects people differently depending on their circumstances and access to resources (MOCCEE, 2024).

Climate change does not affect all people equally. The way climate risks are experienced is shaped by existing social, economic and institutional conditions, including gender roles, access to livelihoods and natural resources, participation in decision-making, and the distribution of unpaid care responsibilities (IPCC, 2022; Sultana, 2022). This understanding is reflected in the Maldives' Third Nationally Determined Contribution (NDC 3.0), which recognises that climate change compounds existing inequalities and places disproportionate burdens on women, children, youth and other vulnerable groups (MOCCEE, 2024).

The Maldives has a strong legal and policy foundation for advancing gender equality and inclusive development. The Constitution of the Republic of Maldives (2008) guarantees equal rights and freedoms for all citizens regardless of gender. The Gender Equality Act (No. 18/2016) is the Maldives' primary legislative instrument for gender equality. Gender Equality Act prohibits direct and indirect discrimination, mandating equal employment opportunities and equal pay. The act further requires public and private sector employers to eliminate obstructions to women's employment and to establish complaints mechanisms for workplace gender-based discrimination and harassment. Additionally, the Prevention of Sexual Harassment and Abuse Act (No. 16/2014), the Employment Act (No. 2/2008) and the Disability Act (No. 8/2010) provide important legal background for ensuring the rights of women and vulnerable communities in the Maldives and is relevant to the CC-GAP's commitment to addressing intersecting vulnerabilities in climate action and planning. Finally, the Climate Emergency Act (No. 9/2021) stipulates that climate policies and actions should be inclusive and participatory in nature.

The Maldives' Climate Change Gender Action Plan (CC-GAP) builds upon this enabling policy environment and aligns with the Maldives' Third Nationally Determined Contribution, First Biennial Transparency Report, National Adaptation Plan process, National Gender Equality Action Plan and other national development frameworks. It also contributes to the implementation of the

UNFCCC Gender Action Plan, including the Enhanced Lima Work Programme on Gender (UNFCCC, 2019) and the Belém Gender Action Plan (UNFCCC, 2025), by translating global commitments into nationally relevant and implementable actions.

2.2 Objectives of the CC-GAP

The key objectives of the CC-GAP are to:

- Strengthen institutional capacity to integrate gender equality and social inclusion across climate processes
- Increase women's leadership, participation and influence in climate-related decision making at national and local levels
- Improve equitable access to climate finance, livelihoods, skills development, technology-innovation, and resilience-building opportunities.
- Strengthen the use of gender-disaggregated data, evidence-based decision making, and monitoring systems to inform climate action
- Address structural barriers that limit meaningful participation of women and other vulnerable groups
- Align national climate actions with international commitments on gender equality and inclusive sustainable development.

2.3 Thematic Areas

To achieve these objectives, the CC-GAP is organised around five reinforcing pillars: (i) Institutional Capacity, (ii) Policy and Planning, (iii) Building Resilience through Participation and Empowerment (iv) Gender-Responsive Data, and (v) Resource Allocation for Gender Responsive Climate Action. The pillars and related actions were developed based on national stakeholder consultations and available literature and are thematically aligned with the UNFCCC Gender Action Plan Framework.

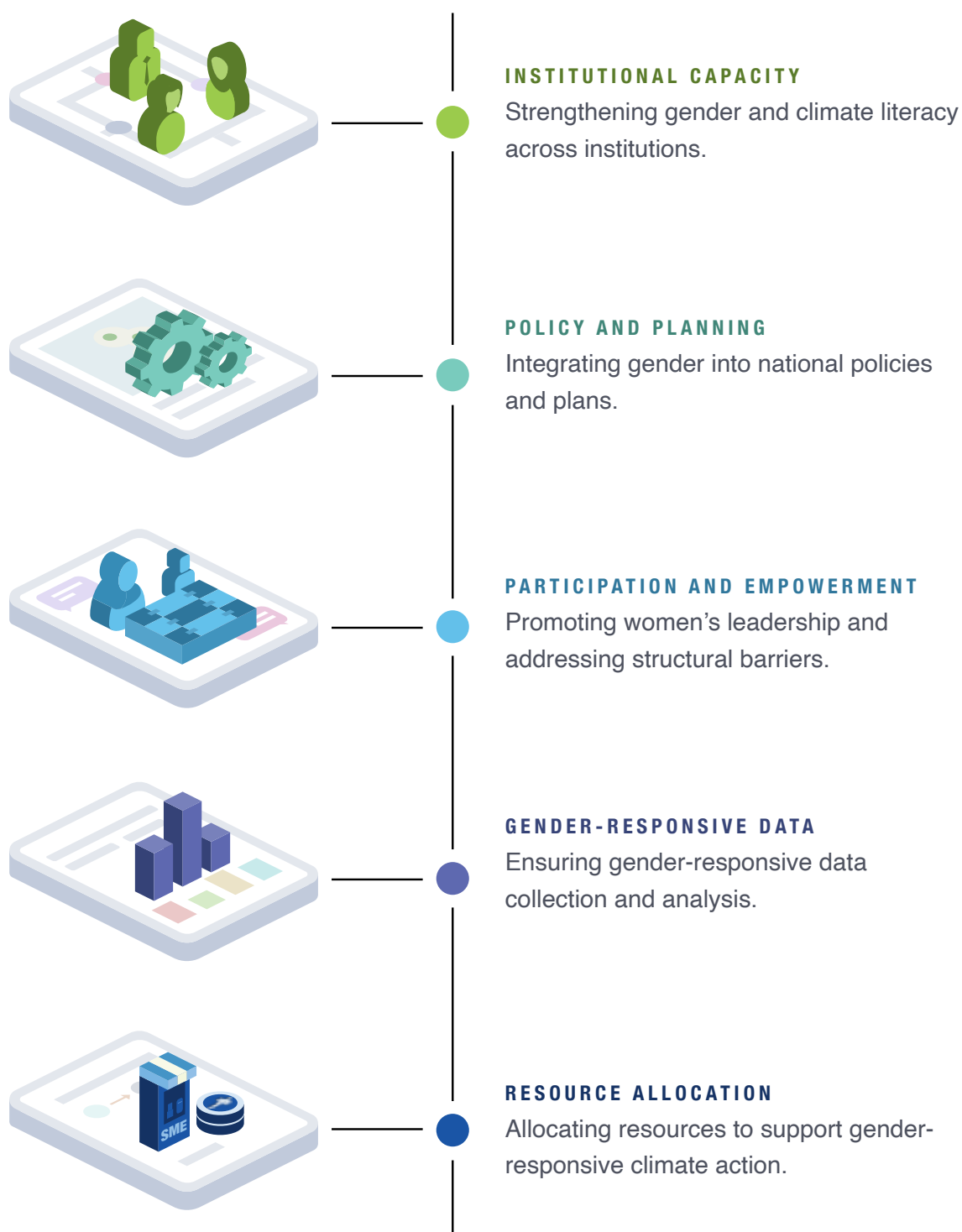


Figure 1: Framework for Maldives' CC-GAP

BOX 1: KEY THEMATIC AREAS IN THE BELEM GENDER ACTION PLAN (UNFCCC, 2025)

1. **Capacity Building, Knowledge Sharing and Communication:** emphasise the need for strengthening institutions and enhancing knowledge sharing to build capacity
2. **Gender Balance, Participation and Women's Leadership:** focus on empowering women and ensuring their participation in climate resilience initiatives
3. **Coherence Across Policies, Institutions and Processes:** highlight the need for integrated policy frameworks that ensure coherence in gender-responsive planning
4. **Gender Responsive Implementation and Means of Implementation:** ensure that resources are allocated effectively to support gender-responsive actions in climate initiatives
5. **Monitoring, Evaluation and Reporting:** tracking results of the Gender Action Plan and ensuring accountability for gender outcomes

COMPARATIVE ANALYSIS OF CC-GAP AND UNFCCC GAP FRAMEWORKS

For the purposes of implementation, the CC-GAP defines short-term actions as 2026–2027, medium-term actions as 2027–2029, and long-term actions as 2029–2031, ensuring clarity and feasibility in planning and monitoring across all pillars.

2.4 Relationship with the National Adaptation Plan Process

The Maldives' Climate Change Gender Action Plan (CC-GAP) has been developed as a complementary implementation framework to the Maldives' National Adaptation Plan (NAP) process. The Gender Action Plan provides the mechanism through which gender equality and social inclusion are systematically integrated across climate change adaptation planning, implementation, monitoring and learning. In doing so, it supports the Government of Maldives in delivering adaptation actions that are responsive to the different needs, capacities and priorities of women, men and other underrepresented groups, while contributing to national commitments under the Paris Agreement, the UNFCCC Gender Action Plan, and the Maldives' Third Nationally Determined Contribution.

Consistent with the NAP process, the CC-GAP supports all four phases of adaptation. It strengthens gender-responsive stocktaking through the use of gender analysis, sex-disaggregated data and inclusive stakeholder engagement; supports the integration of gender across adaptation planning, policies, sector plans and investments; promotes gender-responsive implementation through strengthened institutional capacity, meaningful participation, climate-resilient livelihoods and access to finance; and contributes to monitoring, evaluation and learning by establishing gender-responsive indicators and reporting mechanisms that align with the NAP MEL Framework and national climate reporting processes.

2.5 Key Concepts and Definitions

The following are key concepts underpinning the analytical approach adopted in the CC-GAP.

- **Gender mainstreaming:** The process of assessing the implications for women and men of any planned action, not limited to legislation, policies and programmes, in all areas and levels. It is a strategy for making the concerns and experiences of both women and men an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes, ensuring that inequality is not perpetuated. In the context of CC-GAP, gender mainstreaming refers to the systematic embedding of gender analysis and GEDSI (Gender Equality, Disability and Social Inclusion) concerns into the formulation, implementation and reporting processes.
- **Intersectionality:** A framework for understanding how different aspects of a person's socioeconomic conditions and identities (such as gender, disability, geographic location, socioeconomic status, and age) combine to create overlapping systems of discrimination

and disadvantage. In the Maldivian context, this is particularly relevant to understanding the compounded vulnerabilities of women with disabilities, women in outer islands with limited access to services, or women working within the informal sector, who are excluded from both employment protections and climate adaptation investments.

- **Gender-responsive:** An approach to policy, planning and programming that actively recognises and responds to the different needs, roles, vulnerabilities and capacities of women, men, girls, boys and persons with disabilities, taking deliberate steps to address inequalities between them. A gender-responsive approach goes beyond simple acknowledgement that gender differences exist (gender-aware) to adjusting design, resource allocation and implementation so that outcomes are equitable. In the context of climate action, gender responsiveness ensures that differentiated impacts of climate change on different groups are understood and addressed, that women and vulnerable groups have equitable access to climate finance, information, technology and that their participation meaningfully shapes adaptation and mitigation measures. In this CC-GAP, gender-responsiveness is used as a minimum standard for all strategies and actions, with the aspiration of progressing towards gender-transformative approaches over the long-term.
- **Meaningful participation:** A standard engagement that goes beyond nominal or numerical inclusion, requiring participants to have access to relevant information, capacity to engage on equal terms, and finally, the follow through mechanisms to ensure their contributions shape decisions and outcomes. The key difference between representation (being at the table) versus meaningful participation (being able to influence what happens at the table) is a central analytical and strategic concern which arose even in the inception workshop and of the CC-GAP, particularly in relation to women's engagement in climate consultations, council and project level decisions, and sector-level adaptation planning.



3

Gaps and Opportunities in the Maldivian Context

A local catering to her home-grown passion
fruit plant. L.Gan, Maldives.

PHOTO BY ASHWA FAHEEM

3. Gaps and Opportunities in the Maldivian Context

Climate change impacts are not gender neutral. Existing social and economic inequalities mean that women, men, and children of both genders, persons with disabilities and other vulnerable groups experience climate risks differently, and are made even more vulnerable based on their geographic location and access to resources and services. A gender responsive climate agenda therefore requires understanding both differentiated vulnerabilities and differentiated capacities.

At the same time, women and other vulnerable populations are also critical in resilience building, household adaptation, natural resource stewardship, social protection systems, and community leadership. However, these contributions often remain undervalued and underrepresented in formal governance systems. This section explores how gender roles are distributed across key climate sectors, identifies structural gaps that limit women's equitable participation and highlights opportunities within existing institutional and policy frameworks to accelerate gender-responsive climate action.

3.1 Gender Roles in Climate Sensitive Sectors

Women play an important yet often under-recognised role across climate-sensitive sectors in the Maldives. They contribute significantly to informal and natural resource-based livelihoods, including home-based production activities such as coir rope making and thatch weaving (MBS, 2019). However, these contributions remain largely invisible in national statistics and development planning. Women are also central to household food security, managing food procurement, preparation and resource allocation, roles that become increasingly important during climate-related disruptions such as flooding and supply chain interruptions due to storms and bad weather (Azfa, 2018). Within the fisheries sector, while fishing remains male-dominated, women continue to play an important role in post-harvest processing and fish-based production. However, limited policy recognition and institutional support constrain their participation and access to opportunities.

Across emerging climate sectors, including renewable energy and disaster risk management, women remain underrepresented in technical and leadership roles despite their critical contributions to household and community resilience. In the energy sector, women make up only a small proportion of the technical workforce and continue to face barriers to entering STEM-related professions (Ministry of Environment, 2019). Similarly, women play a central role in disaster preparedness, household resilience and community care, yet remain underrepresented in formal disaster risk management structures. Stakeholders have highlighted that while

capacity-building initiatives are increasingly available, meaningful participation remains limited without addressing structural barriers, strengthening women's leadership, and ensuring greater attention to issues such as sexual and reproductive health within climate adaptation and disaster preparedness efforts.

3.2 Gender Gaps in Climate Action

The desktop review and stakeholder consultations identified several structural barriers that continue to limit the effective integration of gender across climate action in the Maldives. A key cross-cutting challenge is the limited availability, accessibility and use of sex-disaggregated data across climate-sensitive sectors. Existing data systems are constrained by limited institutional capacity, inconsistent data collection, weak data sharing mechanisms and the absence of a gender data repository (MBS & MOSFD, 2024). These challenges are particularly evident in women's informal and home-based livelihoods, where limited data on the value, scale and climate sensitivity of these activities reduce their visibility in development planning, climate investments and resilience building (MOCCEE, 2024).

Women's participation in climate governance also remains constrained by structural and institutional barriers. While policy commitments to gender equality have strengthened, women continue to be underrepresented in climate-related planning and leadership. Social norms, unpaid care responsibilities, mobility constraints and the design of consultation and training processes continue to limit participation, particularly for women living in the outer islands. Gender inequalities are further shaped by the Maldives' unique geographic context and intersect with factors such as disability, age and socioeconomic status. Women in the atolls face additional barriers to accessing training, markets, finance and institutional support due to limited transport, childcare services and opportunities for economic diversification.

3.3 Opportunities for Gender-Responsive Climate Action

Despite these challenges, the Maldives has a strong foundation for advancing gender-responsive climate action through its existing legal, institutional and policy frameworks. The Decentralisation Act and Women's Development Committees (WDCs) provide an important mechanism for integrating gender considerations into local climate planning and implementation. Strengthening the role of WDCs in Island Development Plans and climate decision-making offers a practical and cost-effective opportunity to build on existing governance structures. However, stakeholders highlighted that WDCs require greater financial autonomy, technical capacity and decision-making authority to effectively contribute to local climate action.

The Maldives also has well-established gender equality policies and institutional mechanisms that can be leveraged to strengthen climate action. Existing frameworks, including the Maldives

Gender Equality Model (MGEM), National Gender Equality Action Plan and National Strategy for the Development of Statistics and the Inter-Agency Working Group on Gender Statistics provide clear entry points for mainstreaming gender across climate policies rather than creating parallel systems. At the same time, ongoing efforts to strengthen gender statistics, improve data sharing between institutions and establish more accessible gender data systems present an opportunity to support evidence-based climate planning, monitoring and reporting. Building on these existing initiatives will enable the CC-GAP to institutionalise gender-responsive climate action across national and local planning processes.

4

Proposed Actions



Women's Development Committee (WDC) wearing protection from heat while working on the road to cut grass. L.Gan, Maldives.

PHOTO BY ASHWA FAHEEM

4. Proposed Actions

Theory of Change

The Climate Change Gender Action Plan (CC-GAP) is founded on the principle that climate action is more effective, equitable and sustainable when women and other underrepresented groups are able to meaningfully participate in, contribute to and benefit from climate adaptation and mitigation efforts.

If government institutions have clear mandates, strong coordination mechanisms, adequate resources, and improved capacity on climate change, gender equality, and social inclusion, then they will be better able to integrate gender-responsive and inclusive approaches into climate policies, plans, budgets, programmes, and monitoring systems.

If climate policies, plans, and programmes are gender-responsive and inclusive, then they will create stronger opportunities for women, girls, persons with disabilities, older persons, youth, low-income households, and other vulnerable groups to participate meaningfully in climate adaptation and mitigation.

If women and vulnerable groups are able to participate meaningfully in climate decision-making and implementation, then their needs, knowledge, priorities, and lived experiences will be better reflected in climate action across key sectors such as disaster risk reduction, food security, water security, coastal protection, energy, waste management, and livelihoods.

If climate action is informed by inclusive participation, sex-, age, and disability-disaggregated data, gender-responsive budgeting, and targeted resources, then decision-making will become more evidence-based, equitable, and accountable.

If climate finance, services, technologies, and adaptation measures are better targeted to the needs of those most at risk, then women and vulnerable groups will be better empowered to reduce climate risks, strengthen livelihoods, and contribute to community-led resilience.

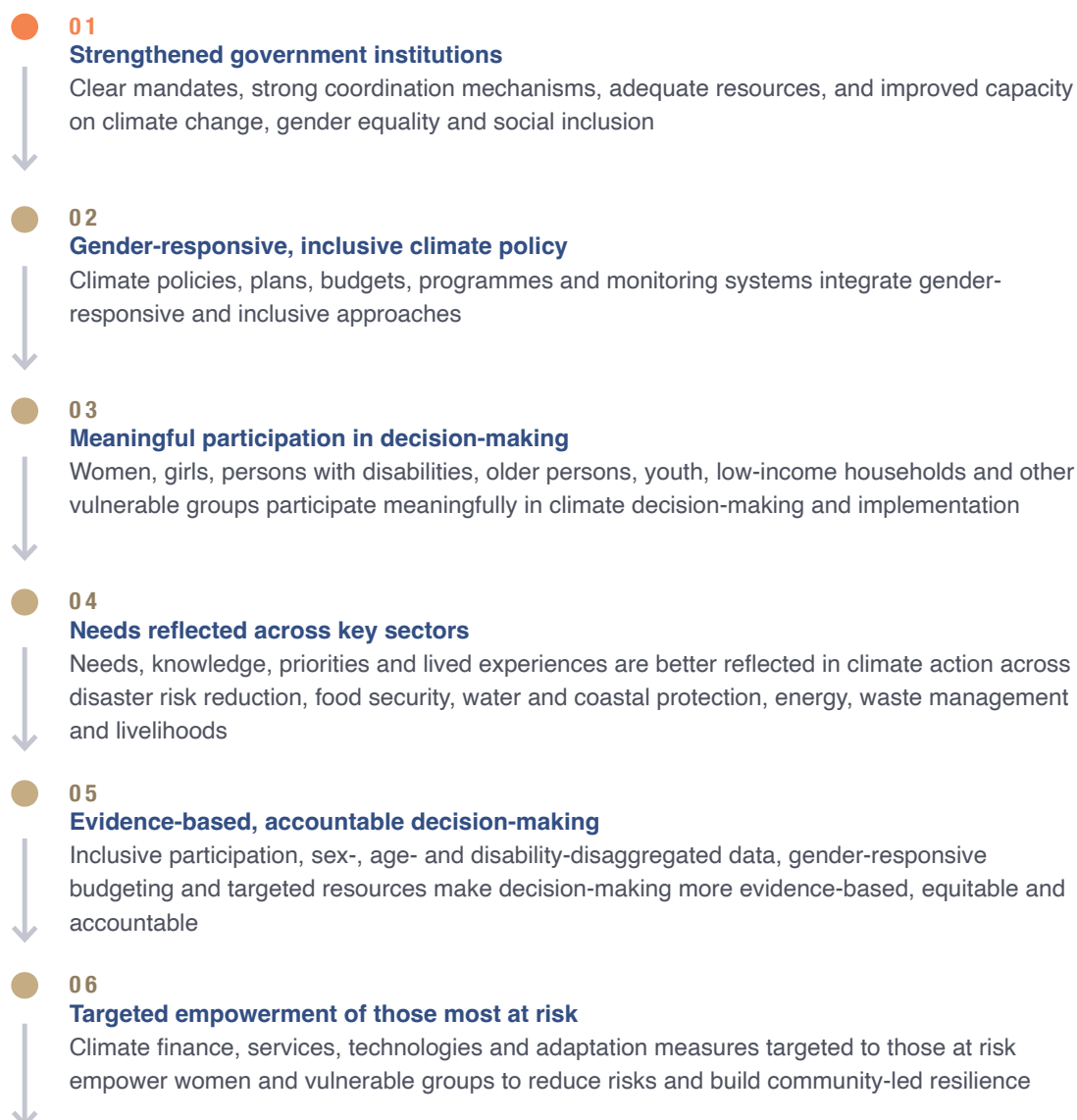
Then, over time, the Maldives will achieve more inclusive climate governance, reduced gender and social inequalities, stronger institutional accountability, and increased long-term climate resilience.

This theory of change is underpinned by several key assumptions. It assumes continued political commitment to gender equality and climate action; sustained collaboration between the Ministry responsible for climate change and the Ministry responsible for gender and family services; adequate institutional capacity and resources to implement the CC-GAP; and continued

participation of local councils, Women's Development Committees, civil society, development partners and communities in climate governance. It also assumes that women and other underrepresented groups are provided with safe, accessible and meaningful opportunities to participate in decision-making processes.

The successful implementation of the CC-GAP may be influenced by several external risks. These include changes in institutional mandates or government priorities, limited public financing and technical capacity, weak inter-agency coordination, high staff turnover, and insufficient availability of sex-disaggregated data. Persistent social norms that limit women's leadership and participation, together with increasing climate impacts and competing development priorities, may also reduce the effectiveness of implementation if not addressed through sustained institutional commitment and adaptive management.

CC-GAP Theory of Change



LONG-TERM IMPACT

Over time, the Maldives achieves more inclusive climate governance, reduced gender and social inequalities, stronger institutional accountability and increased long-term climate resilience



Underlying assumptions

- Continued political commitment
- Ministries collaborate closely
- Adequate capacity and resources
- Local councils, WDCs, partners engaged
- Safe, meaningful participation spaces

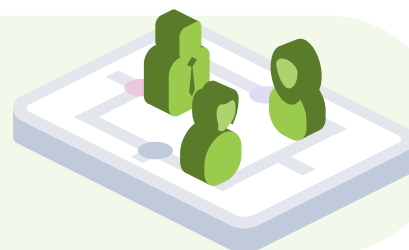


Key implementation risks

- Shifting mandates or priorities
- Limited financing and capacity
- Weak inter-agency coordination
- High turnover, data gaps
- Social norms, climate pressures

Action Plan

1 PILLAR 1 Institutional Capacity



Strategy 1.1: Strengthen inter-ministerial gender and climate coordination mechanisms

EXPECTED OUTCOMES

1. Improved coordination on gender and climate between the two key focal ministries

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 1.1.1: Develop and enact a coordination mechanism between the ministry responsible for gender and social services and ministry mandated with climate change policy and planning to strengthen coordination between the two agencies	Short term	MOCCEE, MOHFW	Coordination mechanism enacted between the two ministries	Development Partner Support
Action 1.1.2: Ensure the meaningful participation of the ministry responsible for gender and family services in climate-related projects and programmes	Short term	MOCCEE, MOHFW	MOHFW is included in the NAP Steering Committee	Government Funding

Strategy 1.2: Build climate literacy and GEDSI competency across line ministries and agencies

EXPECTED OUTCOMES

1. Technical staff across all ministries are equipped with foundational GEDSI and climate change knowledge to apply gender analysis in their climate policy and planning work
2. Policy and decision makers in institutions working on climate change are able to champion gender-responsive climate planning and implementation

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 1.2.1: Develop a standardised and accredited GEDSI and Climate Change training module (building on the NAP-GESI training)	Short term	MOCCEE, MOHFW	CC-GEDSI Training Module Developed	Development Partner Support
Action 1.2.2: Roll out training for technical staff in relevant line ministries in partnership with Civil Service Training Institute	Medium term	MOCCEE, MOHFW, Civil Service Commission	Number of trained staff disaggregated by ministry, gender, and seniority	Development Partner Support
Action 1.2.3: Conduct targeted orientation sessions for policy and decision-makers across climate-relevant ministries focused on GEDSI and climate change	Medium term	MOCCEE, MOHFW, Civil Service Commission, The President's Office	Percentage of senior leaders who have completed the orientation	Development Partner Support

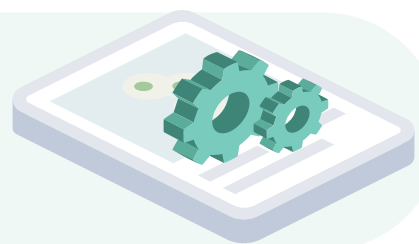
Strategy 1.3: Mainstream and institutionalise gender-responsive climate planning beyond project cycles

EXPECTED OUTCOME

1. Gender-responsive practices in climate-relevant institutions are embedded in standard operating procedures rather than dependent on project-based interventions

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 1.3.1: Develop and adopt GEDSI integration checklists for use in the project design, budget, implementation and evaluation phases in all government-led adaptation and mitigation related projects	Medium term	MOFPE	Number of agencies adopting GEDSI checklists for project cycles	Government Budget / Development Partner Support
Action 1.3.2: Support MOCCEE and at least two other climate relevant ministries or agencies to apply for the Gender Equality Seal, as introduced by MoSFD	Medium term	MOCCEE, MOHFW,	Number of agencies with Gender Equality Seal	Government Budget

2 PILLAR 2 Policy and Planning



Strategy 2.1: Integrate gender considerations into national climate policies and sectoral plans

EXPECTED OUTCOMES

1. Gender equality and GEDSI considerations are reflected in the NAP and key sectoral strategies
2. A standard gender analysis protocol is embedded in the policy development process for all climate-related sectoral plans
3. Priority sectors are equipped with skills and knowledge to mainstream gender-responsive climate adaptation

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 2.1.1: Introduce gender objectives, indicators and safeguards in newly developed climate adaptation and mitigation related policy and project documents	Medium term	MOCCEE,	Percentage of newly developed climate adaptation and mitigation policy and project documents that include gender objectives, indicators and safeguards	Government Budget / Development Partner Support
Action 2.1.2: Develop guidance documents and/or toolkits to ensure gender responsive climate mainstreaming in priority sectors	Medium term	MOCCEE, MOHFW	Guidance Toolkit developed	Government Budget / Development Partner Support

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 2.1.3: Ensure gender-responsive considerations in the NAP development	Short term	MOCCEE, MOHFW	Gender-responsive considerations integrated into the NAP, including gender analysis, gender-responsive actions, indicators and safeguards	Government Budget / Development Partner Support
Action 2.1.4: Incorporate gender-responsive climate action when updating the sectoral adaptation plan under the NAP Project	Short term	MOCCEE, MOHFW, MOFPE, MOFAOR, MOIHU, MOTCA	Number of sectoral strategies revised to include gender-responsive climate action	Government Budget / Development Partner Support
Action 2.1.5: Conduct capacity building and sensitisation workshops on the guidance documents and toolkits	Medium term	MOCCEE, MOHFW, MOFPE, MOFAOR, MOIHU, MOTCA	Number of participants in the capacity building workshops	Government Budget / Development Partner Support
Action 2.1.6: Conduct formal consultations with ministry responsible for gender and social welfare during climate policy processes	Short term	MOCCEE, MOHFW	Formal consultations with ministry mandated with gender portfolio in at least 80% of the climate policy revision processes	Government Budget / Development Partner Support

Strategy 2.2: Integrate gender-responsive budgeting into the climate finance framework and national budget cycles

EXPECTED OUTCOMES

1. Gender Responsive Budgeting (GRB) is recognised as a tool within the national budget cycle for climate-related expenditure
2. At least one pilot ministry demonstrates application of GRB in its climate-related budget submissions
3. New climate adaptation and mitigation related projects screened for GEDSI before approval

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 2.2.1: Engage with Finance Ministry to develop a GRB framework for the Maldives, drawing on frameworks used by development partners	Short term	MOCCEE, MOFPE, Development Partners	GRB Framework for the Maldives developed	Development Partner Support
Action 2.2.2: Conduct tagging exercise on budgets benefiting women and vulnerable groups with Finance Ministry and Welfare Ministry	Medium term	MOCCEE, MOFPE, MOHFW	Budget tagging exercise conducted for at least 3 climate adaptation and mitigation related ministries	Development Partner Support
Action 2.2.3: Develop a brief GRB guidance note tailored to climate sectors for use by finance officers and programme and project staff in Environment Ministry and at least two other sectors	Medium term	MOCCEE, MOFPE, MOHFW	GRB guidance note developed and disseminated	Government Budget / Development Partner Support
Action 2.2.4: Expand GRB application to at least one climate sector ministry's budget cycle, document and share lessons for scaling up	Medium to Long Term	MOCCEE, MOFPE	Number of ministry budget submissions applying GRB methodology	Government Budget / Development Partner Support

Strategy 2.3: Integrate gender-responsive climate planning to atoll and island level

EXPECTED OUTCOMES

1. Island Development Plans include gender-responsive climate adaptation priorities
2. Women's Development Committees are meaningfully engaged as formal actors in island-level climate planning processes

ACTIONS	TIMEFRAME:	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 2.3.1: Develop and publicise gender-responsive Guidelines for climate adaptation in island level planning	Medium term	MOCCEE	Guidelines for climate adaptation in island level planning published	Government Budget / Development Partner Support
Action 2.3.2: Conduct trainings and capacity building workshops on incorporating and implementing Island Adaptation Guidelines into development planning documents at island level	Medium term	MOCCEE, MOFPE, LGA, Island Councils, WDCs, NDMA	Number of capacity building workshops conducted	Government Budget / Development Partner Support
Action 2.3.3: Document and share learnings from the implementation of Island Adaptation Planning for scaling up across the Maldives	Medium term	MOCCEE, MOFPE, LGA	Published document on lessons learned	Government Budget / Development Partner Support
Action 2.3.4: Develop an Island or City Land Use Plan with gender considerations under the National Adaptation Plan Process	Medium term	MOCCEE, LGA, Island Councils, WDCs, NDMA	Number of new Island Development Plans using Island Adaptation Guidelines	Government Budget / Development Partner Support

PILLAR 3

3 Building Resilience through Meaningful Participation and Empowerment



Strategy 3.1: Enhance women's climate resilience by building their technical and economic capacity

EXPECTED OUTCOMES:

1. Women have improved access to climate-resilient livelihood opportunities including finance, training and markets
2. Women's participation in blue/green enterprises, food production and climate-smart businesses increased
3. Women in outer islands and vulnerable communities gain practical skills to strengthen household resilience
4. Women-led cooperatives and SMEs are better positioned to access and benefit from adaptation investments
5. Women have improved access to climate information, early warning systems and technical advisory services that support household and livelihood resilience.
6. Women's climate-resilient livelihood activities generate increased or more diversified income and contribute to household resilience.
7. Women's psychosocial resilience and access to support for climate-related stress and anxiety are strengthened

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 3.1.1: Support women's access to finance for climate adaptation linked livelihood activities (SMEs and individuals in food production, informal sectors) through targeted credit schemes	Medium term	MOCCEE, MOHFW, MOFPE, Financial institutions	Number and percentage of women accessing climate-related grants, loans or concessional finance Total value of climate finance accessed by women-led businesses/ individuals	Government Budget / Development Partner Support
Action 3.1.2: Conduct financial literacy training for women and other vulnerable groups, particularly in the outer islands, with a focus on green finance opportunities. Training should provide practical guidance on accessing and applying for financing, while addressing barriers related to digital literacy and access to information on available financing opportunities	Medium term	MOCCEE, MOFPE, LGA, Island Councils, WDCs, MRC	Number of women completing financial literacy and climate finance training, disaggregated by island/atoll and age	Government Budget / Development Partner Support
Action 3.1.3: Expand STEM outreach through projects and programmes targeting women, girls and youth in the outer islands in partnership with relevant agencies	Medium term	MOCCEE, MOEHESD, LGA, Island Councils, WDCs	Number of STEM outreach programmes delivered in outer islands, Number and percentage of participants who are women/girls	Government Budget / Development Partner Support
Action 3.1.4: Collaborate with relevant government agencies and WDCs to facilitate grant access for women-led SMEs and cooperative societies to apply for climate related grants and credit schemes	Medium term	MOCCEE, MOEDTT, LGA, Island Councils, WDCs,	Number of women-led SMEs/cooperatives supported to submit climate finance applications	Government Budget / Development Partner Support

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 3.1.5: Deliver climate-smart farming and home gardening training programmes for women, WDCs, and women-led businesses and organisations to strengthen household food security and income generation	Short term	MOCCEE, MOFAOR, WDCs	Number of women, WDCs and women-led organisations trained Percentage of participants adopting at least one climate-smart farming/home gardening practice	Government Budget / Development Partner Support
Action 3.1.6: Collaborate with CBOs and CSOs to develop and implement gender-responsive nature-based livelihood and ecosystem restoration programmes	Medium term	MOCCEE, CSOs, CBOs	Number and percentage of women participating in or benefiting from the programmes	Government Budget / Development Partner Support
Action 3.1.7: Collaborate with WDCs to deliver island-based business mentoring programme for women entrepreneurs in circular economy, nature-based enterprises, and food production	Medium term	MOCCEE, MOFAOR, WDCs	Number of women entrepreneurs receiving mentoring	Government Budget / Development Partner Support
Action 3.1.8: Facilitate linkages between women producers and local markets, resorts, schools, and digital sales platforms to increase income from locally produced climate adaptation-linked businesses	Medium term	MOCCEE, MOFAOR, MOEDTT	Number/value of sales generated through supported market linkages	Government Budget / Development Partner Support
Action 3.1.9: Develop tailored climate adaptation skills, livelihood and entrepreneurship opportunities for women with disabilities, including access to climate finance, business development services and appropriate assistive technologies	Long Term	MOCCEE, MOEHESD, MOHFW, Island Councils, WDCs	Number of women with disabilities accessing finance, business development services or assistive technologies	Government Budget / Development Partner Support

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 3.1.10: Collaborate with Maldives Red Crescent (MRC) to create programmes around Disaster Risk Reduction such as swimming lessons and flooding evacuation	Short term	MOCCEE, MRC	Number of women and girls participating in swimming, water safety and flood preparedness programmes Percentage of participants demonstrating improved knowledge/skills in flood preparedness and evacuation	Government Budget / Development Partner Support
Action 3.1.11: Develop safeguards to prevent and respond to gender-based violence risks associated with climate-related disasters, displacement and emergency shelters	Long Term	MOCCEE, MRC, NDMA, MOHFW	Percentage of emergency shelters with GBV prevention and response safeguards in place	Government Budget / Development Partner Support
Action 3.1.12: Develop and deliver community-based awareness and capacity-building programmes on climate change, mental wellbeing and climate anxiety for women, girls and youth, integrating psychosocial resilience into existing climate adaptation and disaster preparedness initiatives	Long Term	MOCCEE, MRC, NDMA	Percentage of participants demonstrating improved knowledge of coping mechanisms and available psychosocial support	Government Budget / Development Partner Support
Action 3.1.13: Strengthen access to digital climate services for women and other vulnerable groups, including climate information, early warning systems, digital extension services, and climate-related applications, through partnerships with ICT providers	Medium term	MOCCEE, MRC, NDMA, MOHFW	Number and percentage of women accessing digital climate information, early warning or extension services	Government Budget / Development Partner Support

Strategy 3.2: Strengthen women's meaningful participation and leadership in climate decision making

EXPECTED OUTCOMES:

1. Women are equitably represented and actively engaged in the National Adaptation Plan Steering Committee and Advisory Committees
2. Climate decision-making processes become more inclusive, transparent, and responsive to women's priorities
3. Projects and programmes are designed to address the structural barriers limiting women's participation in climate action

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 3.2.1: Establish minimum standards (such as timing, childcare, transport support, locations and language accessibility) and Standard Operating Procedures for inclusive participation in consultations related to climate adaptation and mitigation by the Climate Change Department	Short term	MOCCEE, MOHFW	SOP and minimum standards for gender-responsive and inclusive participation developed and adopted by the CCD	Government Budget
Action 3.2.2: Pilot the Standard Operating Procedure during training and consultations by the Climate Change Department	Short term	MOCCEE	Number and percentage of Climate Change Department consultations and training programmes applying the SOP	Government Budget
Action 3.2.3: Require collection and reporting of gender disaggregated data in all government-led climate consultations and workshops	Medium term	MOCCEE	Percentage of government-led climate consultations and workshops reporting sex-disaggregated participation data	Development Partner Support
Action 3.2.4: Develop mentorship programmes linking women working in the climate field to youth interested in pursuing climate related work	Medium term	MOCCEE, MOYESF	Number of women climate professionals and youth participating in mentorship programmes	Development Partner Support

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 3.2.5: Ensure participation of women in National Adaptation Plan Advisory Committee and Steering Committee through quotas	Medium term	MOCCEE	Percentage of women represented on the NAP Steering Committee and Advisory Committee	Development Partner Support
Action 3.2.6: Facilitate and support women's meaningful participation in the development and review of the National Adaptation Plan and related sectoral adaptation plans through targeted consultations and stakeholder engagement	Medium term	MOCCEE	Percentage of NAP and sectoral adaptation planning processes that include targeted consultations with women and women's organisations	Development Partner Support
Action 3.2.7: Conduct trainings for WDC members and community leaders in climate leadership	Long Term	MOCCEE, LGA, WDC	Number of WDC members and community leaders trained in climate leadership Percentage of trained participants demonstrating improved knowledge of climate governance and leadership	Development Partner Support
Action 3.2.8: Support the participation of women with disabilities and organisations of Persons with Disabilities in national climate governance platforms, including the National Adaptation Plan process, island-level adaptation planning and community disaster risk management committees	Medium term	MOCCEE, NDMA	Number of women with disabilities participating in NAP, island-level adaptation and DRM processes Percentage of relevant consultations and meetings implementing reasonable accommodation and accessibility measures	Government Budget / Development Partner Support

Strategy 3.3: Strengthen climate communication and address behavioural change for climate resilience

EXPECTED OUTCOMES:

1. Increased public awareness of differentiated impacts of climate change on women, men, youth, elderly persons and Persons with Disabilities
2. Stronger community ownership of mitigation and adaptation measures across islands

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 3.3.1: Produce simplified climate information products and messaging in Dhivehi on key areas such as heat stress, flooding, and household preparedness on other climate induced vulnerabilities targeting women and caregivers	Medium term	MOCCEE, NDMA, MRC	Number of national and island level gender-responsive climate campaigns delivered	Government Budget / Development Partner Support
Action 3.3.2: Collaborate with LGA to recognise island councils demonstrating excellence in gender responsive climate leadership during 'Kangathi Awards'	Medium term	MOCCEE, MOHFW, LGA	Creation of the climate leadership award for local councils	Government Budget / Development Partner Support
Action 3.3.3: Partner with regional and international SIDS networks such as CANCC for storytelling exchanges, youth dialogue and peer learning on women-led climate resilient initiatives	Long Term	MOCCEE	Number of activities organised with partnering SIDS	Government Budget / Development Partner Support
Action 3.3.4: Collaborate with Fehi Madharusa project to incorporate gender-responsive climate action material into the programme	Long Term	MOCCEE, MOEHESD	GEDSI materials incorporated into Fehi Madharusa Material	Government Budget / Development Partner Support

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 3.3.5: Integrate gender-responsive and sexual and reproductive health (SRH) considerations into disaster risk reduction and early warning related projects under the Climate Change Department	Long Term	MOCCEE, NDMA, MRC, MOHFW	Number of DRR and EWS initiatives that include actions to address gender-specific risks, barriers, and SRH needs during climate-related emergencies	Government Budget / Development Partner Support
Action 3.3.6: Develop accessible climate change awareness materials and early warning communication in multiple formats, including plain language, audio-visual materials, captioning and sign language interpretation where appropriate, to improve access for persons with disabilities	Long Term	MOCCEE, NDMA, MRC	Number of climate change awareness products available in accessible formats (e.g., plain language, audio, captioned videos, visual formats, sign language interpretation)	Government Budget / Development Partner Support
Action 3.3.7: Conduct community programmes such as knowledge sharing events and livelihood showcase events to strengthen and empower the participation of women and vulnerable groups in climate decision making	Medium term	MOCCEE, WDCs, CBOs, CSOs	Number of community-based knowledge sharing and livelihood showcase events conducted with meaningful participation of women and vulnerable groups Percentage of participants reporting increased confidence, knowledge, or ability to engage in climate decision-making processes following participation in community programmes	Government Budget / Development Partner Support

PILLAR 4

4 Gender-Responsive Data Generation and Use



Strategy 4.1: Establish a gender-responsive climate data initiative

EXPECTED OUTCOMES:

1. Gender-disaggregated data is systematically collected across climate-sensitive sectors and shared across agencies in an accessible format
2. Informal livelihoods and women's unpaid care work are measured and included in climate vulnerability and risk assessments

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 4.1.1: Develop a gender and climate data protocol that establishes minimum requirements for collecting, managing and reporting gender-disaggregated data across climate sector monitoring systems, including data-sharing requirements between agencies	Short term	MOCCEE, MOHFW, MBS	Gender and climate data protocol signed	Government Budget
Action 4.1.2: Identify and incorporate data collection opportunities within existing national level surveys (such as HIES) to measure women's informal livelihood activities, their climate relevance and climate-related care-burden	Medium term	MOCCEE, MOHFW, MBS, MNU	Time/use informal livelihoods module included in HEIS	Development Partner Support

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 4.1.3: Establish a centralised gender and climate data repository hosted by MBS and/or Maldives National University	Long Term	MOCCEE, MOHFW, MBS, MNU	Operational central data repository	Development Partner Support
Action 4.1.4: Track and collect mitigation and adaptation beneficiary data for renewable energy, adaptation grants, trainings and resilience programmes	Short term	MOCCEE	Percentage of programmes reporting beneficiary data	Development Partner Support
Action 4.1.5: Document and disseminate case studies on women-led climate adaptation initiatives, local knowledge, and successful gender-responsive climate interventions across islands	Long Term	MOCCEE	Number of case studies developed	Development Partner Support

PILLAR 5

5

Resource Allocation for Gender-Responsive Climate Action



Strategy 5.1: Strengthen gender-responsive climate action implementation through practical tools and resources

EXPECTED OUTCOMES:

1. Increased domestic and international financing is mobilised for gender-responsive climate adaptation and mitigation initiatives.
2. Women, youth, local councils and civil society organisations have improved access to climate finance and funding opportunities.
3. Gender considerations are systematically integrated into climate finance planning, budgeting and investment decisions

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 5.1.1: Develop a gender-responsive Climate finance Resource Mobilisation Strategy that identifies opportunities to access financing through national budgets, the Green Climate Fund (GCF), Adaptation Fund (AF), Global Environment Facility (GEF), multilateral development banks and bilateral development partners	Medium term	MOCCEE, MOHFW, MOFPE	Gender-responsive climate finance resource mobilisation strategy developed	Government Budget/ Development Partner Support
Action 5.1.2: Develop bankable gender-responsive climate project concept notes and funding proposals for submission to national and international climate finance mechanisms	Long Term	MOCCEE	Number and value (USD/MVR) of gender-responsive climate project concept notes and funding proposals submitted to national and international climate finance mechanisms	Development Partner Support
Action 5.1.3: Establish partnerships between government, the private sector and development partners to promote private sector investment and innovative financing mechanisms for gender-responsive climate action, including blue economy, nature-based solutions and resilience enterprises	Long Term	MOCCEE, MOFPE	Amount of private sector and blended finance mobilised for gender-responsive climate adaptation and resilience initiatives Number of private sector actors engaged in initiatives promoting gender-responsive climate action	Government Budget/ Development Partner Support

ACTIONS	TIMEFRAME	INSTITUTIONAL PARTNERS	INDICATORS	FINANCING PATHWAYS
Action 5.1.4: Facilitate discussions between private sector, civil society, and government stakeholders on availability of and accessing climate funds	Medium term	MOCCEE, MOFPE, LGA	Number of multi-stakeholder dialogues, forums, or knowledge-sharing events conducted on climate finance access and opportunities Number of private sector and civil society organisations receiving information, guidance, or technical support on accessing climate finance opportunities	Development Partner Support
Action 5.1.5: Facilitate grants and concessional finance to women and youth through SME Digital and other financial institutions in the Maldives	Medium term	MOCCEE, SME Digital, Financial Institutions	Number of women-led SMEs, CSOs and community organisations accessing climate finance	Government Budget/ Development Partner Support
Action 5.1.6: Design and implement capacity building workshops on climate finance access for women-led CSOs and SMEs including proposal writing support	Medium term	MOCCEE	Number of stakeholders trained on climate finance readiness and proposal development	Development Partner Support
Action 5.1.7: Mobilise partnerships through private sector engagement to co-finance gender-responsive climate adaptation and resilience initiatives	Long Term	MOCCEE	Amount of co-financing mobilised from private sector partners for gender-responsive climate adaptation and resilience initiatives	Government Budget/ Development Partner Support

5

Monitoring, Evaluation and Learning (MEL)

People using Heylhi stand and Heylhi app to
contribute data on coastal erosion in Maldives.
Vaikaradhoo, Maldives.

PHOTO BY ASHWA FAHEEM



5. Monitoring, Evaluation and Learning (MEL)

For the CC-GAP to be effectively implemented, a cohesive system for tracking progress and learnings from implementation is essential. The MEL framework should therefore focus on measurable results, clear institutional responsibilities and alignment with existing reporting systems to avoid duplication and creating parallel processes.

5.1 Institutional Arrangements for MEL

Lead Coordination

Ministry of Climate Change, Environment and Energy (ministry mandated with climate change policy and planning) will serve as the lead agency for overall coordination, consolidation of progress reports, and integration with national climate reporting obligations including Biennial Transparency Report (BTR), NDC, and NAP processes.

Co-Lead on Gender Mainstreaming

Ministry of Health, Family and Welfare (ministry mandated with gender and vulnerable groups) will co-lead and support the Environment Ministry on gender indicators, social inclusion standards and alignment with National Gender Equality Action Plan 2022-2026, serving as the technical lead on GEDSI.

Implementing Data Partners

Relevant line ministries, councils and government agencies can collect data, including:

- Local Councils
- Women's Development Committees
- Local Government Authority
- Ministry of Finance and Public Enterprise
- National Disaster Management Authority
- Ministry of Infrastructure, Housing and Urban Development
- Ministry of Fisheries, Agriculture and Ocean Resources
- Ministry of Tourism and Civil Aviation
- Maldives Bureau of Statistics

5.2 Reporting Cycle

- Mid-term review every 3 years led by MOCCEE
- Final Evaluation at the end of CC-GAP period led by MOCCEE
- Inputs reflected in future BTR/NDC reporting cycles

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Annex 1. Participants List for Initial Consultations and Inception Workshop

NO	NAME	DESIGNATION	ORGANISATION
1	Ali Mohamed	Deputy Minister	Ministry of Cities, Local Government and Public Works
2	Aishath Rumana Mahir	Deputy Desk Officer	Ministry of Foreign Affairs
3	Wajeeh Naseer	Education Development Professional	Ministry of Education
4	Mariyam Meefau Ismail	Consultant	Digital Maldives for Adaptation, Decentralization and Diversification Project, Ministry of Homeland Security, Technology and Labour
5	Mausurath Ahmed	Legal Assistance	Environmental Regulatory Authority
6	Ibrahim Mohamed	Environment and Social Safeguards Specialist	Ministry of Finance and Planning
7	Aishath Rasheeda	Meteorologist	Maldives Met Services
8	Fathimath Yamaan Shuaau	Programme Coordinator	Maldivian Red Crescent
9	Thyma Hisham	Youth Engagement Officer	UNICEF Maldives
10	Asnan Ahmed	Programme Assistant	UNDP Maldives
11	Fathimath Fiuna Rasheed	Director	Ministry of Fisheries and Ocean Resources
12	Shahuneeza Naseer	Dean of Research	Maldives National University
13	Dr.Suneena Rasheed	Examination Controller, Examination Department	Islamic University of Maldives
14	Fathimath Siba	Senior Environment Management Officer	Waste Department - MOCCEE
15	Mariyam Raya Ahmed	Social Service Coordinator	Ministry of Health, Family and Welfare
16	Mohamed Zayan	Senior Social Protection Officer	Ministry of Health, Family and Welfare
17	Uza. Aminath Sheereen	State Counsel	Attorney General's Office

NO	NAME	DESIGNATION	ORGANISATION
18	Athifa Ibrahim	ADB GEDSI Expert	Asian Development Bank
19	Zaha Zahir	Project Assistant	Small Island Geographic Society
20	Fazna Shakir	Senior Vice Chairperson	Society for Health Education
21	Hudha Ahmed	Environmental Consultant	Maldives Authentic Crafts Cooperative Society
22	Naufal Amjad	Communications and Operations Manager	Maldives Authentic Crafts Cooperative Society
23	Aminath Shareef	Social Safeguards Specialist	Enhancing Climate Resilience and Food Security (ECRFS) Project, Ministry of Climate Change, Environment and Energy
24	Aminath Shaliny	Gender Expert	Enhancing Climate Resilience and Food Security (ECRFS) Project, Ministry of Climate Change, Environment and Energy
25	Thibyan Ibrahim	Director	Climate Change Department, Ministry of Climate Change, Environment and Energy
26	Raniya Husnu Al Suood	Senior Environment Management Officer	Climate Change Department, Ministry of Climate Change, Environment and Energy
27	Ahmed Masoon Hassan	Senior Environment Management Officer	Climate Change Department, Ministry of Climate Change, Environment and Energy
28	Mohamed Azan Abdulla	Senior Environment Management Officer	Climate Change Department, Ministry of Climate Change, Environment and Energy
29	Zainab Gulisthan	NAP Project Coordinator	National Adaptation Plan Project
30	Fathimath Raufa	BTR Project Coordinator	Biennial Transparency Report Project
31	Jauza Khaleel	Senior Climate Change Adaptation Consultant	IISD/NAP Global Network
32	Juruath Abdulla Nafiz	Senior Climate and Resilience Officer	Climate Change Department, Ministry of Climate Change, Environment and Energy



MINISTRY OF CLIMATE CHANGE, ENVIRONMENT AND ENERGY