

Report on the Training on the Gender-Responsive Implementation of the Sendai Framework for Disaster Risk Reduction 2015–2030

The Maldives training to provide government officials with the knowledge and tools required for gender responsive disaster and climate risk reduction was held on the 12th and 13th November 2025 in Male, Maldives. The training focused on the rolling out of the Disaster Risk Reduction Strategy, Maldives 2024 – 2030¹, the Scaling Up Early Warning Systems Implementation Roadmap - Maldives 2023 - 2027², and other DRR plans and programmes, to support inclusive, gender-responsive implementation, preventing and reducing disaster risk for all. The training consisted of four modules:

1. Disaster Risk Reduction and Gender concepts within the sustainable development context
2. Current status of gender responsive DRR - challenges and opportunities
3. Gender and social inclusion in:
 - i. Understanding Disaster Risk*
 - ii. Risk Governance*
4. Gender and social inclusion in:
 - iii. Investing in Disaster Risk for Resilience*
 - iv. Disaster Response and Building Back Better*

The two-day training programme included a dedicated national dialogue, focusing on setting priorities for integrating the recommendations of the Sendai GAP into the implementation of the National DRR Strategy and other key relevant strategy documents, and action plans. The multi-sectoral and multi-stakeholder dialogue looked at enhancing Maldives' climate and disaster risk management systems and implementation plans, including the Early Warnings for All (EW4All) roadmap, with the gender responsive elements and actions.

Preparatory work

Planning Meetings for this training were held over 3 months online with the Maldives NDMA, UNDRR and the DN team. A Concept note and questionnaires for NDMA and the participants were developed and shared. The final planning meeting was held in Male two days before the training.

Updating the Training Modules to reflect the Sendai GAP

The training programme was designed and completed in 2022, prior to the launch of the Sendai GAP. As such, in discussion with UNDRR, it was decided that the modules needed to be updated to bring in the key elements of the Sendai GAP, such that the training will enable the development of country level Gender Action Plans for DRR. This process was completed by DN prior to the Maldives training. Two members of the original team that developed the modules, Madhavi M Ariyabandu and Ramona Miranda reviewed and updated the modules. This was cross checked by the UNDRR Gender Advisor Ryce Ruangkhao Chanchai.

The training plan

The training was carried out by a team of three trainers: Ramona Miranda and Priyanthi Fernando from Duryog Nivaran, and Ryce Ruangkhao Chanchai from UNDRR. The core team was assisted by Aishath Mohammed Thaufeed, and Aishath Ilma, officials at the NDMA, Maldives and Theekshana Weerakkodi from DN.

¹ <https://ndma.gov.mv/en/publications/disaster-risk-reduction-strategy-maldives-2024-2030-1>

² <https://www.environment.gov.mv/v2/wp-content/files/20240115-news-maldives-roadmap-to-achieve-the-early-warning-for-all-initiative-published.pdf>

See annexure 1 for details of the training schedule and session descriptions.

Key Outcome

The key outcome of the training was a draft Gender Action Plan for DRR for the Maldives. This was developed through the action wall throughout the two days, and further enhanced with the relevant references by the trainers. This draft will be used for consultation with all key stakeholders after the NDMA team has reviewed it. See annexure 2 for the draft plan,

Key Observations

On the positive side,

- participants were exposed to both the Sendai Framework and the Sendai GAP and were able to relate these in the context of their own institutional mandates and activities.
- They developed the rudiments of an action plan for Maldives to work on. This needs to be developed further and then NDMA needs to carry out broader consultations on the plan. The first draft of this action plan (see Annexure 2) was developed by UNDRR based on the 'action wall' in Male created at the training.

On challenges faced:

- The training programme had a very tight schedule, and the timing did not fit well with the Maldivian working hours, making conducting training in the late afternoon quite difficult.
- Much fewer numbers than expected. The participants were all Male-based and there were limited civil society members.

Draft Agenda & Run of Sessions<https://www.undrr.org/>

Add Headings (Format > Paragraph styles) and they will appear in your table of contents.

Time	DAY ONE	
09:00 – 09:30	Welcome and Opening Remarks - Opening remarks (SG, NDMA) - Outline of Workshop Agenda - Introduce the Training team	NDMA - Aishath
09:30 – 10:00	Introduction to the training programme - Background and Objectives - Overview of the structure of the training - Participant introductions /Expectations	UNDRR - Ryce Use the prepared slides for this -
	TEA	Photograph & Tea
10:15 – 12:30	Module 1: DRR and gender concepts The purpose of this module is to establish a clear and shared understanding amongst participants on the concepts of: disaster risk, vulnerability, capacity, resilience, gender equality, women's empowerment, coherence between Sendai Framework Priorities, the SDGs, and the Paris Agreement, gender as a cross cutting issue in DRR and resilience building. ● Introduction to the module ● What do we know about gender? ● Relating gender concepts	Module 1 - Priyanthi ● Session I: Introduction to Module (20 min) ● Session II: What Do We Know About 'Gender'? (40 Min) ● Session III: Relating the Gender Concepts to Disaster Risk Reduction (60 min) - Group work (4 groups - Ryce, Aishath, Ramona & Ilma sit in each group, with other facilitators to ensure all ● Wrap Up (15 min) ● Evaluation - use the jam board/ Menti

	to disaster risk reduction ● Evaluation and wrap up	
12:30 – 13:30	Lunch	
13.30 – 16.45	Module 2: Current status and opportunities for gender-responsive DRR – what needs to change The purpose of this module is to understand what needs to change in the implementation of the DRR programmes in order to make actions gender-responsive.	Ryce, supported by others
13.30 – 14.15	Participants share their understanding and experience on gender responsive DRR in their own work, highlighting measures that are already being implemented in their offices. Note: some questions will be shared ahead for participants to come prepared.	Google doc/word doc ahead of time Menti/ Slido at the session Session III trainers Guide has guidance on this - Ryce
14:15 – 15:45	This session will cover the limited progress on gender-responsive DRR made since the Hyogo Framework for Action along with current challenges and constraints. The module will then demonstrate the benefit of implementing gender-responsive DRR action, and the stronger resilience outcomes that emerge from this at the local, national and regional level. Finally the module will map institutional and procedural windows of opportunities available across the region and the Maldives, and how to avail them for gender-responsive DRR actions. ● Gender-based issues in society	● Session I - Gender-based issues in society and how they extend to disaster contexts (35 min) - Priyanthi ● Session II (55 min) ○ Gender in Global Agreements, including Sendai GAP (40 min) - Ryce ○ In national strategies (15 min) - Ryce (need to prepare some points)

	and how they extend to disaster contexts ● Gender in Global Agreements ● Gender in national strategies such as the Disaster Risk Reduction Strategy - Maldives 2024 -2030, National Implementation Roadmap for Scaling Up Early Warning Systems, National Gender Equality Action Plan 2022-2026 ● Understanding the progress achieved, limitations and barriers for gender-responsive DRR ● Introduction to the Sendai GAP, and its 9 objectives	
15:45 – 16:45	Opportunities in Maldives - Group work on opportunities for gender-responsive DRR in Maldives at both the national and local level, including the implementation of the National DRM Strategy and the EW4ALL Roadmap.	● Session III (60 min) Group work (Ryce to explain session, Priyanthi, Ramona & Aishath to support in the groups + facilitators)
16:45 – 17:15	Reflections and closing of day 1	● Reflections & Evaluation (30 min) - Aishath

Time	DAY TWO	
09:00 – 12.30	Module 3: Gender responsive implementation of Sendai Priorities 1 and 2 Module 3 will focus on the recommendations of the Sendai GAP under Priority 1 <i>understanding disaster risk</i> and Priority 2 <i>strengthening disaster risk governance to manage disaster risk</i> and discuss modalities for their implementation in a gender responsive manner.	
09:00 – 11.30 (including break)	This session will cover - Transforming Actions under the Priorities 1, 2 of the Sendai Framework to be Gender Responsive and Socially Inclusive using the guidelines of the Sendai GAP. - Review experiences from the Asia Pacific region. - Investigate key approaches and their ability to deliver gender responsive and socially inclusive outputs and results. Gender responsive and socially inclusive planning, implementation and monitoring of work related to understanding disaster risk (Sendai Priority 1) and governing risk (Sendai Priority 2), to implement DRR programmes at the National and local levels (with specific focus on the National Strategy and EW4ALL Roadmap)	Session I: Methodologies and tools applied for Understanding disaster risk and Strengthening disaster risk governance (30 min) - Ryce Session II: Review of gender and social inclusion aspects in the methodologies applied (60 min) - Priyanthi Break 15 mins Session III: Strengthening gender and diversity in planning and implementing DRR/DRM actions (45 min) - Pri
11.30 – 12.30	Group work: Applying the learning and the Sendai GAP to the priorities of the National DRR Strategy and the EW4ALL Roadmap Group work: Break into 4 groups (30 minutes) Presentation in plenary (30 minutes)	Session IV: Way Forward-Ensuring gender responsive and socially inclusive DRR/DRM - Ryce Group work (Facilitators) They will consider the group work questions in identifying some specific actions using the

		guidance in the Sendai GAP KO 1, 2, 3 & 4 (30 min) Post the actions on the 'Action Wall' & give the plenary time to look at the wall.
12:30 – 13:30	Lunch	
13:30 – 16:45	Module 4: Gender responsive implementation of Sendai Priorities 3 and 4 Module 4 will focus on the recommendations of the Sendai GAP under Priority 3 <i>investing in disaster risk reduction for resilience</i> and Priority 4 <i>Enhancing disaster preparedness for effective response and to “Build Back Better” in recovery, rehabilitation and reconstruction</i> and discuss modalities for their implementation in a gender responsive manner.	
13:30 – 15:45 (including the break)	This session will cover: ● What Does Inclusive Investment in DRR Look Like? ● Transforming Actions under the Priorities 3 of the Sendai Framework/ to be Gender Responsive and Socially Inclusive using the guidelines of the Sendai GAP. ● What is Gender-Responsive and Social Inclusive Disaster Preparedness and BBB in Recovery, Rehabilitation and Reconstruction? ● Transforming Actions for Priority 4 of the Sendai Framework to be Gender Responsive and Socially Inclusive using the guidelines of	○ Session I: What does gender-responsive and inclusive investment in DRR look like? (20 min) - Ramona I. Shown a picture & asked to comment ○ Session II: Transforming actions in Investing in disaster risk reduction to be gender responsive and socially inclusive (30 min) - Ramona I. Mentimeter questions - li. Group work - on activities against the Sendai GAP KO 5 & 6 (2

	the Sendai GAP. ● Who Does What – roles and responsibilities	groups will work on KO 5, & 2 on KO 6) lii. They will paste their activities on the 'Action Wall' ○ Session III: What is gender-responsive and socially inclusive disaster preparedness and BBB in recovery, rehabilitation and reconstruction? (20 min) - Ramona ○ Session IV: Transforming actions for Enhancing disaster preparedness for effective response and to "Build Back Better" in recovery, rehabilitation and reconstruction to be gender responsive and socially inclusive (45 min) - Ramona - Group work - 3 or 4 groups - 1 to take EW4All Roadmap (Ryce) - Emergency Shelter Management (Aishath) - Housing & town reconstruction plans/guidelines (Ramona) - Tourism sector recovery (Priyanthi) They will consider some questions (15 minutes) in identifying some specific actions using the guidance in the SEndai GAP KO7, 8, 9 (15 min) Post the actions on the 'Action Wall'
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15:45 – 16:45	Group work: Applying the learning and the Sendai GAP Checklist to the priorities of the National DRR Strategy and the EW4ALL Roadmap Group work: Break into 4 groups (30 minutes) Presentation in plenary (30 minutes)	○ Session V: Institutional and stakeholder responsibilities - Aishath ○ We will use the wall here to cluster the actions, and list out responsibilities. If possible have some tiny coloured stickers to prioritise, cluster etc.
16:45 – 17:30	Reflections and next steps - Discussion and agreement of next steps. - Feedback/evaluation of the training	Evaluation, Reflections and next steps - Ryce & Aishath

ANNEXURE 2: DRAFT MALDIVES ACTION PLAN

Aligned with the Sendai Gender Action Plan (GAP) & Priority Actions Identified in the Maldives Workshop

1. Purpose and Strategic Framing

This Action Plan supports the Maldives to **integrate gender equality and inclusion into disaster and climate risk management** by operationalising the Sendai Gender Action Plan (GAP) within the country's own national frameworks. The approach strengthens the Maldives' commitments across:

1. Sendai Framework Priorities
2. Maldives DRR Strategy 2024–2030
 - Priority 1: Governance & institutional strengthening
 - Priority 2: Multi-hazard risk assessment with vulnerable populations
 - Priority 3: Resilient infrastructure and planning
 - Priority 4: Empowering communities
 - Priority 5: Strengthening early warning and preparedness
 - Priority 6: Recovery, rehabilitation and livelihood resilience
3. EW4All Roadmap (2023–2027)
 - Pillar 1: Risk Knowledge
 - Pillar 2: Monitoring & Observation
 - Pillar 3: Warning Dissemination & Communication
 - Pillar 4: Preparedness & Response

It aims to inform the upcoming **Maldives National Adaptation Plan** to ensure policy coherence and alignment

- Climate-smart, resilient infrastructure
- Coastal and flood resilience
- Climate-informed health systems
- Resilient livelihoods and local adaptation
- Integration of disaster risk governance and climate governance

This Action Plan therefore acts as a **bridge** between the Sendai Gender Action Plan and the Maldives' own DRR, climate and development frameworks.

2. KEY OUTCOMES & ACTIONS

Key Objectives (KO) 1 — Gender-responsive Risk Data & Knowledge

Availability and use of sex-, age-, income- and disability-disaggregated data (SADDD) and qualitative evidence on gender and disaster risk.

Outcome: Maldives maintains a comprehensive national risk information ecosystem that includes gender- and inclusion-sensitive data to understand who is most at risk and why.

Maldives Priority Actions

Priority Actions	Lead / Partners	Timeline	Alignment
Establish a national risk repository integrating SADDD, hazard, exposure, vulnerability data	NDMA / MRC / Stats Office / Gender Ministry/Maldives Meteorological Services	2026–2027	Supports evidence-based planning, informs multi-hazard risk profiles, and strengthens financing decisions
Share housing vulnerability data with first responders and integrate vulnerability mapping	Ministry of Construction / NDMA	2026	Enables sectoral integration of gender-responsive infrastructure & safer reconstruction
Map sector-specific vulnerability data (health, education, infrastructure) including gender and disabilities	Sector ministries / NDMA / Maldivian Red Crescent (MRC)/ National Social Protection Agency (NSPA)/Family Protection Authority (FPA)/ Human Rights Commission of the Maldives (HRCM)	2026–2028	Aligns with Early Warning Roadmap & national risk information strategy
Strengthen island-level household risk data collection through community-based mechanisms	Island councils / Women's Development Committees (WDCs) / NGOs / MRC	2026–2028	Supports localization & community-driven DRR

Key Action

1. Establish a national risk repository with disaggregated vulnerability data

- Combine hazard, exposure, housing, infrastructure, social protection, livelihood and population data.
- Ensure interoperability between NDMA, sector ministries, MRC, LGA and the Statistics Office.
- Create a data-sharing protocol across NDMA, LGA, MRC, Stats Office and sector ministries ensuring real-time exchange before/during disasters.
- Standardize SADDD collection across assessments and island profiles, including developing a standard SADDD data-collection toolkit for councils and WDCs (household template, vulnerability questionnaire, disability-friendly formats).

- Using Meteorological data in construction planning minimizes climate-weather related risks (mainly structural, environmental operational and safety risks)

2. Share housing vulnerability data with first responders and integrate vulnerability mapping

- Integrate into IDMPs, PDNAs, rapid assessments, and sectoral climate/disaster diagnostics.
- Enhance risk communication (NDMA)

3. Map sector-specific vulnerability data

- Generate evidence on intersectional vulnerabilities (health, education, infrastructure), including gender and disabilities
- Studies on disability, gender norms, livelihoods, care burdens, GBV risks, migrant populations, elderly isolation, etc (FPA)
- Human rights situation report - Human Rights Commission of the Maldives (HRCM)
- Feed results into DRR Strategy implementation and NAP formulation.

4. Strengthen island-level household risk data collection through community-based mechanisms

- Train WDCs, youth focal points, and CSOs on administering household-level risk and vulnerability tools

Alignment: Sendai P1; DRR Strategy Priority 2; EW4All Pillar 1; and NAP: Risk-based adaptation planning

KO 2 – Gender Analysis in Risk Knowledge & Decision-making

Outcome: Risk assessments and decisions include differentiated impacts and capacities of women, men, youth, older persons and persons with disabilities.

Maldives Priority Actions

Priority Actions	Lead / Partners	Timeline	Alignment
Conduct a national gender and inclusion risk analysis integrating disaster, climate, and socio-economic dimensions	NDMA / Gender Ministry / UNDRR / UN Women	2026	Feeds into inclusive Early Warning Roadmap & national DRR strategy
Build capacity of sector ministries to apply SADD in policy/decision-making	NDMA / Civil Service Commission / Ministries	Continuous from 2026	Supports gender-responsive planning and budget decisions
Institutionalize gender-responsive risk assessments in island-level DRR planning	NDMA / Local Governments Authority	2026–2029	Supports decentralization & resilience-building under Maldives Decentralization Act

Key Action

- 1. Integrate gender analysis requirements into national DRM guidance**
 - Update risk assessment templates and tools to require differential impact analysis.
- 2. Build capacity of planning and technical staff**
 - Training of NDMA, MoCCEE, MoGFSS, MoH, MoE, councils, and sector agencies on applying gender analysis.
- 3. Incorporate gender and social vulnerability into climate scenario planning**
 - Ensure NAP technical assessments consider gendered exposure, adaptive capacity, and socio-economic constraints
 - Integrate gender analysis into Island Disaster Management Plan (IDMP) templates and require councils to update IDMPs annually with SADD.
 - Conduct regular scenario-based exercises with NDMA, councils, health and education sectors to test whether gendered risks are reflected in decision-making.

Alignment:

- Sendai P1 & P2
- DRR Strategy: Priority 2
- EW4All: Pillar 1
- NAP: Climate risk diagnostics

KO 3 — Mainstream gender equality across laws, policies, standards, and DRR frameworks

Outcome: DRR, climate and sectoral policies, including the NAP and EW4All Roadmap, systematically integrate gender equality and women's rights.

Maldives Priority Actions

Priority Actions	Lead / Partners	Timeline	Alignment
Establish a Gender & Inclusion Technical Working Group under NDMA to oversee policy alignment/integration.	NDMA / UNDRR / Gender Stakeholder Group	2026	Inclusive risk governance (Sendai GAP Priority 2)
Integrate Sendai GAP priority actions into the NDMA's Early Warning Roadmap and national DRR strategy	NDMA / UNDRR	2026–2027	Ensures systemic integration of gender equality in national resilience building
Embed gender and disability inclusion in sectoral policies (health, housing, education, environment, ICT)	Sector Ministries/ Gender Ministry	2026–2030	Aligns with new national policies & SDG commitments
Ensure guidelines and SOPs include gender-responsive standards for local DRR planning and emergency operations	NDMA / Police / Coast Guard / Health Protection Agency	2026 onwards	Strengthens compliance with international norms (CEDAW GR37, Sendai Framework)

Key Action

- 1. Establish a Gender & Inclusion Technical Working Group under NDMA to oversee policy alignment/integration**
 - Engaging key relevant Ministries/authorities/agencies
- 2. Integrate Sendai GAP priority actions into the NDMA's Early Warning Roadmap and national DRR strategy**
- 3. Embed gender and disability inclusion in sectoral policies** (health, housing, education, environment, ICT)
- 4. Ensure guidelines and SOPs include gender-responsive standards for local DRR planning and emergency operations**
 - Update all sectoral SOPs (EWS, shelter, evacuation, PDNA, logistics, emergency cash support) to embed gender-responsive and disability-inclusive requirements.
 - Short, practical guidance for ministries, NDMA, councils and sector planners.

Alignment

- Sendai P2
- DRR Strategy: Priority 1
- EW4All: Governance component across all pillars
- NAP: Policy coherence & integration

KO 4 — Increase participation and empowerment of women and marginalized groups in DRR governance

Outcome: Women, youth, persons with disabilities and vulnerable groups participate meaningfully in all levels of DRR and climate governance.

Maldives Priority Actions

Priority Actions	Lead / Partners	Timeline	Alignment
Strengthen and formalize the role of WDCs and CSOs in island-level disaster committees	Local councils / NDMA	2026–2028	Supports localization and inclusive governance
Ensure women’s representation in national and sectoral DRR coordination mechanisms	NDMA / Ministries	2026	Fulfills Sendai GAP participation standards
Provide leadership training and technical skills for women in DRR, climate, technology, and emergency response	UDHR / UN Women / Maldives Polytechnic	2026–2029	Builds pipeline of women leaders in resilience sectors
Ensure inclusive community-based DRR planning	NDMA	2026–2027	

Key Action

- Strengthen and formalize roles of WDCs, CSOs, youth groups and DPOs in local EOC structures and DRR committees.**
 - Ensure guidelines and SOPs include gender-responsive standards for local DRR planning and emergency operations
- Ensure women’s representation in national and sectoral DRR coordination mechanisms**
- Invest in leadership programmes** for women in DRR, climate science, EWS operations, emergency management and resilience planning.
- Ensure inclusive community-based DRR planning**
 - IDMPs, CBDRM, island-level preparedness plans designed with representative engagement.
 - Institutionalize “community feedback loops during preparedness and early warning activation (feedback forms, hotline, WhatsApp channels).

Alignment

- Sendai P2
- DRR Strategy: Priority 4 (Empowering communities)
- EW4All: All pillars (local participation)
- NAP: Inclusive governance & local adaptation

KO 5 — Integrate gender equality criteria into risk governance and institutional systems

Outcome: Infrastructure, housing, coastal protection, ICT systems and other DRR/CCA investments reduce gender inequalities and vulnerability.

Maldives Priority Actions

Priority Actions	Lead Partners	Timeline	Alignment
Integrate gender-responsive and disability-inclusive criteria into risk governance, EWS SOPs, and emergency response procedures	NDMA / MRC / Police / Health sector	2026–2027	Supports inclusive EWS implementation under the EW4All vision
Introduce gender-responsive risk screening into coastal protection and land-use planning regulations.	NDMA	2026–2027	
Promote accessible and inclusive infrastructure standards, communication channels in early warnings (sign language, audio, SMS, local languages)	NDMA / IT Ministry / Telecom providers	2026–2028	Meets principles of inclusive early warning
Support climate-finance readiness that includes gender and social vulnerability	NDMA / Finance Ministry / UNDRR	2026–2030	Aligns with GEM 2.0 and SDG financing frameworks

Key Action

- 1. Integrate gender-responsive and disability inclusive criteria** into risk governance, EWS SOPs, and emergency response procedures
- 2. Introduce gender-responsive risk screening into coastal protection and land-use planning regulations.**
 - For all major infrastructure, transport, coastal protection and tourism projects.
- 3. Promote accessible and inclusive infrastructure standards**
 - Conduct an accessibility audit of existing EWS channels, shelters, evacuation routes and public buildings.
 - Lighting, safety, universal design, inclusive evacuation routes, accessible communication systems.
- 4. Support climate-finance readiness that includes gender and social vulnerability**
 - Align with NAP investment priorities and DRR Strategy implementation.

Alignment:

- Sendai P3
- DRR Strategy: Priority 3
- EW4All: Pillars 2 & 3 (infrastructure & communications)
- NAP: Climate-resilient infrastructure

KO 6 — Increase funding allocations and improve access to financing for gender-responsive DRR

Outcome: National and local governments have access to flexible and predictable financing for gender-responsive risk reduction.

Maldives Priority Actions

Priority Actions	Lead Partners	Timeline	Alignment
Establish a dedicated budget line for inclusive risk reduction and preparedness	NDMA / Ministry of Finance	2026 budget cycle	Enables sustainable funding for gender/inclusion interventions
Pilot a Local Resilience Fund that WDCs and island councils can directly access for preparedness and community-based DRR innovations	NDMA / Line ministries	Continuous	Builds institutional culture for gender-responsive financing
Integrate gender-responsive financing into shock-responsive social protection systems, including pre-arranged triggers.	MoF / NDMA / Donor partners	2026–2030	Strengthens local resilience investment

Key Action

1. Establish a dedicated budget line for inclusive risk reduction and preparedness
 - Integrate gender-responsive criteria into NDMA and council budget processes
2. Pilot a Local Resilience Fund that WDCs and island councils can directly access for preparedness and community-based DRR innovations
3. Integrate gender-responsive financing into shock-responsive social protection systems, including pre-arranged triggers.
 - Strengthen access to social protection and emergency cash systems
 - Shock-responsive schemes for women, low-income households and persons with disabilities.

Alignment

- Sendai P3
- DRR Strategy: Cross-cutting
- EW4All: Governance & sustainability
- NAP: Resource mobilization

KO 7 — Implement gender-responsive and inclusive early warning systems

Outcome: Early warning systems reach everyone, are trusted, accessible, and lead to early action for women and vulnerable groups.

Maldives Priority Actions

Priority Actions	Lead Partners	/	Timeline	Alignment
Ensure early warnings reach women, older persons, persons with disabilities, migrants	NDMA Telecoms Media	/	2026– 2029	Part of Maldives Multi-Hazard Early Warning Roadmap
Expand last-mile dissemination tools, including community focal points, women's groups, and youth	WDCs / Youth Groups / MRC		2026– 2030	Supports localized preparedness
Review and update evacuation and shelter plans to integrate protection, dignity, and GBV risk mitigation	NDMA Gender Ministry Police	/	2026– 2027	Reinforces safety and dignity standards

Key Action

- 1. Ensure early warnings reach women, older persons, persons with disabilities, migrants**
 - Enhance risk knowledge using SADDD maps
 - Monitoring the exposure of vulnerable groups
 - Ensure warning dissemination and accessible messaging by conducting island-level EWS accessibility assessments for women, disability, older persons, migrants, among others
 - Train community focal points (WDCs, youth, DPOs) to disseminate warnings and collect feedback.
 - Enhance disaster preparedness by ensuring women involved in drills, SOPs, EOC operations
- 2. Expand last-mile dissemination tools, including community focal points, women's groups, and youth**
 - Diversify and localize communication channels through SMS, radio, community focal points, youth groups, mosques, schools, MRC volunteers, WDCs.
 - Ensure accessible formats: sign language, audio, simple Dhivehi, migrant languages.
- 3. Ensure gender-responsive anticipatory action procedures**
 - Triggers linked to vulnerability profiles, pre-positioned funds, protection actions (e.g. pre-positioning dignity kits, referral pathway activation)

Alignment

- Sendai P4 & Target G
- DRR Strategy: Priority 5
- EW4All: All pillars
- NAP: Early warning and climate hazard readiness

KO 8 — Gender-responsive Disaster Recovery, Rehabilitation, and Reconstruction

Outcome: Recovery and rehabilitation reduce vulnerabilities and create more resilient, equitable communities.

Maldives Priority Actions

Priority Actions	Lead / Partners	Timeline	Alignment
Integrate gender-responsive and disability-inclusive principles in post-disaster assessments (PDNA, rapid assessments, sectoral diagnostics)	NDMA / Planning Ministry / UN partners	2026	Supports inclusive recovery planning
Develop and adopt gender-responsive housing, reconstruction, and infrastructure standards, including coastal protection	Ministry of Construction / Housing Authority / UNOPS / UN Women	2026–2030	Aligns with UNOPS/UN Women gender-responsive infrastructure guidance
Strengthen island-level mechanisms for livelihood recovery targeting women, persons with disabilities, migrants, and marginalized groups	MoED / Local Councils / WDCs / CSOs	2026–2030	Supports economic resilience and social protection
Institutionalize community participation (WDCs, youth groups, CSOs, DPOs) in recovery committees and after-action reviews	NDMA / LGA / Local Councils	2026–2028	Reinforces inclusive governance and BBB principles

Key Actions

1. Integrate gender-responsive and disability-inclusive principles in post-disaster assessments (PDNA, rapid assessments, sectoral diagnostics)

- Develop national guidelines for gender-responsive and disability-inclusive recovery, reconstruction, and livelihood restoration.
- Update PDNA and rapid assessment templates to include SADDD, gender analysis, disability inclusion, and socio-economic vulnerability criteria.
- Train NDMA, Planning Ministry, sector teams and local councils on applying the updated templates during assessments.
- Ensure PDNA teams include WDC, CSO and DPO representatives to validate differentiated impacts and needs.

2. Develop and adopt gender-responsive housing, reconstruction, and infrastructure standards, including coastal protection

- Embed inclusive design features (lighting, safety, universal design, privacy, accessible WASH) into reconstruction standards for homes, shelters, and public infrastructure.

3. Strengthen island-level mechanisms for livelihood recovery targeting women, persons with disabilities, migrants, and marginalized groups

- Map livelihood losses among women, persons with disabilities, migrant workers and informal workers, using simplified island-level tools.

- Provide targeted livelihood recovery packages—including inputs, micro-grants, SME support, training, and digital livelihood opportunities.
- Ensure equitable access to compensation, documentation, and recovery finance (cash transfers, grants, livelihood inputs)
- Link recovery measures to shock-responsive social protection schemes to ensure continuity of income support.

4. Institutionalize community participation (WDCs, youth groups, CSOs, DPOs) in recovery committees and after-action reviews

Alignment:

Sendai P4 (“Build Back Better”)

DRR Strategy: Priority 6

EW4All: Pillar 4

NAP: Long-term adaptation & resilient livelihoods

KO 9 — Ensure Access to Health, Protection, and Essential Services Before, During, and After Disasters

Outcome: Women, girls and marginalized groups access essential services before, during and after disasters.

Maldives Priority Actions

Priority Actions	Lead / Partners	Timeline	Alignment
Integrate SRH, GBV services, disability services, and psychosocial support into preparedness and response plans (IDMPs, contingency plans, EOC SOPs)	MoH / Gender Ministry / NDMA	2026–2028	Aligns with MISP, CEDAW GR37, protection mainstreaming
Strengthen GBV referral pathways, including service continuity during crises (hotlines, safe spaces, essential supplies, survivor-centred protocols)	Gender Ministry / NGOs / Police / Health Protection Agency	2026–2030	Supports protection and safety standards
Develop gender-sensitive and accessible evacuation, shelter and safe-space management guidelines	NDMA / MRC / Local Councils	2026–2027	Enhances dignity, safety, and accessibility

Key Actions

1. Integrate SRH, GBV services, psychosocial support into preparedness and response plans

- Incorporate SRH, GBV and psychosocial service requirements into national and island-level preparedness and emergency response SOPs (IDMPs, contingency plans, shelter SOPs, and EOC procedures)
- Pre-position essential SRH commodities (MISP kits), GBV response supplies, mobility aids, and psychosocial support resources.
- Build the capacity of health providers, councils and first responders on continuity of essential services during emergencies.
- Establish continuity plans for essential services (SRH, mental health, disability services, chronic medication) during disasters and disruptions

2. Strengthen GBV referral pathways and ensure continuity during crises

- Ensure GBV referral mechanisms function during crises, including hotline continuity, digital reporting channels, and availability of safe spaces.
- Train first responders, MRC volunteers, police and council officials on survivor-centred GBV response and inclusive service provision
- Integrate GBV risk mitigation actions into all emergency procedures, including safe distribution, camp management and transport protocols.

3. Develop gender-sensitive and accessible evacuation, shelter and safe-space management guidelines

- Establish design standards for shelters that include lighting, privacy barriers, lockable spaces, separate areas for women and girls, accessible WASH, and ramps.
- Conduct accessibility audits of shelters and evacuation routes and address deficiencies before the monsoon season.

- Ensure confidential reporting pathways and designated focal points are available in shelters.

Alignment:

Sendai P4

DRR Strategy: Priority 4 & 6

EW4All: Pillar 4

NAP: Climate and health system resilience

Guiding questions for country assessment

Gender responsive, inclusive DRR- Maldives

Questions

1. What are the most relevant gender and age-based issues identified that need to be addressed in DRR planning, implementation and monitoring progress? *(Please mention all that apply)*
 - i. Lack of mechanisms to build women's awareness and enable their involvement (in disaster preparedness, emergency and recovery)
 - ii. Protection in emergency and displacement situations
 - iii. Sexual and re- productive health issues
 - iv. Practical (including sanitary) needs that are specific to women and girls
 - v. Issues related to disabilities
 - vi. Intersectionality issues (multiple vulnerabilities such as age/disability)
 - vii. Livelihood security and recovery support
 - viii. Other (please specify)
 - ix. All above

All the issues listed are relevant to the Maldivian context. Women, youth, the elderly, and PWDs encounter barriers to participating in DRR. While the DRR Strategy 2024-2030 highlights social inclusion as a cross-cutting theme, current mechanisms are limited in ensuring women's involvement in all stages of DRR, such as preparedness, response, and recovery. However, the Relief Guideline (R-43/2024) recognises vulnerabilities related to gender, disability, and family structure, aiming to ensure fair relief distribution and assistance.

Questions

2. *Disaster Risk Reduction Strategy Maldives 2024-2030*

<https://ndma.gov.mv/storage/uploads/9kobKXw8/gxyiyu5x.pdf>

- i. Was the Sendai Gender Action Plan (2024) considered in preparing the DRR Strategy Maldives?
- ii. Is the Sendai Gender Action Plan (2024) referred to in preparing annual DRR plans, in developing monitoring indicators/data collection plans
- iii. Please mention briefly how the Sendai Gender Action Plan (2024) is currently used in DRR planning/ implementation/ monitoring

The Sendai GAP was not officially released when the Maldives DRR Strategy was formulated, so it is not directly referenced or integrated. However, some principles of GAP, such as inclusive governance, no one left behind, and strengthening of SADDD, are reflected throughout the Strategy. Now that GAP has been adopted, it offers opportunities to integrate gender inclusion indicators and strengthen gender-responsive budgeting while promoting leadership of women in DRR platforms through enhanced coordination with gender and social agencies. Incorporating GAP into the DRR Strategy can ensure that DRR actions are not only gender-responsive but gender-transformative.

Questions

3. What are the provisions in the *DRR Strategy Maldives 2024-2030* for:

- i. Gender responsive and socially inclusive DRR planning, implementation
- ii. Monitoring and progress reviewing of gender and social inclusion, womens leadership (as promoted in the Sendai Framework for DRR, Sendai GAP)
- iii. Are the provisions in the DRR Strategy Maldives adequate for gender responsive DRR planning, implementation and monitoring:

Please circle in the below scale-1- lowest, 5 is highest

1 2 **3** 4 5

The DRR Strategy 2024–2030 embeds gender and social inclusion as guiding principles for priority areas, advocating for integrating gender and disability perspectives into DRR policies, programmes, and budgets, while encouraging the participation of women and vulnerable groups in risk governance and decision-making, and improving early warning and recovery systems to meet diverse community needs. However, since the Strategy was developed prior to the Sendai GAP, explicit provisions and monitoring mechanisms for gender-responsive DRR remain limited. Strengthening institutional coordination, data systems, and gender-responsive budgeting will be essential to close this gap.

Rating: 3 out of 5 – basic principles are in place, but practical implementation and monitoring remain limited.

Questions
4. Implementation of the 07 key priority areas in the <i>DRR Strategy – Maldives</i> at policy, planning and implementation level: What are the required measures to implement these 07 Priority areas with effective gender and social inclusion? (Such as disaggregate data collection and analysis, budget allocation, developing skills and capacities for gender and social inclusion)

To ensure inclusive implementation, essential measures that can be taken include:

- Collecting disaggregated data (sex, age, disability, income) to be integrated into hazard mapping and vulnerability assessments.
- Providing targeted capacity building for local councils and women's committees to lead preparedness and recovery.
- Tagging budgets for gender and disability inclusion activities within DRR programmes.
- Establishing partnerships with relevant ministries, CSOs, and local NGOs for outreach and training.
- Employing community-based approaches that empower women and PWDs in early warning dissemination and livelihood recovery.

Questions

5. What are the existing institutional mechanisms that enable coordination between Disaster Management/DRR, Women and Development and National Development Planning /Poverty Reduction institutions that can mutually support gender responsive and socially inclusive DRR? (such as National Platform for DRR, National/Atoll level Councils, DRR committees)
- i. Please list the existing institutional mechanism (s) for coordination
 - ii. Are these mechanisms functional/ sufficient and effective to coordinate disaster preparedness/response/recovery with gender inclusion?
 - iii. Do these institutional coordination mechanisms have the representation of most vulnerable groups such as women, people with disabilities, elderly, youth etc)- please describe briefly.
 - iv. What are the gaps and constraints related to institutional coordination mechanisms that need to be addressed to strengthen gender responsive DRR?

Existing coordination mechanisms include the National Disaster Management Council, the Disaster Management Steering Committee, and City/Island Disaster Management Committees established under the Disaster Management Act. These mechanisms connect national and local governance and facilitate coordination among ministries, councils, and key sectors. In islands where disaster management committees have not been established, local councils are expected to assume this coordinating role. However, although efforts are underway to improve participation, involvement of women, youth, and PWDs remains inconsistent. Coordination between organisations tends to be stronger during response than in preparedness or recovery. Additionally, limited gender expertise and the absence of formal inter-agency frameworks continue to hinder effective, inclusive coordination.

Questions
6. Data and information collection on disaster/climate risk, vulnerability, capacity assessments; planning and monitoring risk reduction work: Is the data/information collection disaggregated by: i. sex ii. age iii. disability iv. income/poverty level

Data collection conducted by NDMA through vulnerability assessments usually includes sex, age, location and the type of disability, but not the income level. The DRR Strategy calls for strengthening SADD and developing standardised indicators to track gender and social inclusion in DRR outcomes. Challenges such as the lack of technical expertise for data analysis and resource constraints for systematic collection across islands make this difficult. However, the Strategy envisions inter-agency data sharing and training for inclusive risk analysis, which could help address these gaps.

Questions
7. Analysis and application of disaggregated data for DRR planning and monitoring activities (in disaster preparedness, emergency response, recovery) i. Please describe briefly what are the mechanisms, skills/ expertise; financial resources available for disaggregated data analysis and use for planning and monitoring purposes. ii. Please list the challenges and limitations currently prevalent in this area

Maldives has taken initial steps to integrate gender and social inclusion in DRR, but progress remains uneven across sectors. Efforts are underway to build NDMA and local councils' capacity for inclusive planning and budgeting, and to encourage participation of women and persons with disabilities in DRR committees and preparedness or awareness programmes. Coordination with key stakeholders has improved, yet systematic collaboration and dedicated resources remain limited. Early warning systems and community awareness initiatives increasingly consider accessibility, but gaps persist in monitoring frameworks, data disaggregation, and institutional follow-through. Overall, inclusion in DRR is emerging but not yet consistently operationalised across planning, implementation, and evaluation.

Questions

8. What are the specific measures currently taken for:

- i. Incorporating gender and social inclusion analysis in risk assessments and data collection e.g., sex-age-and disability disaggregated data (SADDD), vulnerability and capacity mapping
- ii. Building institutional capacity of DRR agencies on gender-responsive and disability inclusive planning, budgeting, and implementation
- iii. Promoting women's participation and participation of persons with disabilities in DRR decision-making platforms and committees
- iv. Enhancing coordination between gender, social affairs, and DRR institutions across sectors
- v. Integrating gender-responsive and disability inclusive measures in early warning systems, preparedness, and response planning
- vi. Ensuring inclusive recovery and resilience programmes that address women's and other marginalised groups' needs, including persons with disabilities
- vii. Strengthening financing mechanisms to support gender-responsive and disability inclusive DRR implementation
- viii. Developing and applying gender and disability indicators in DRR monitoring and evaluation systems
- ix. Supporting community-based DRR initiatives that empower women, persons with disabilities and vulnerable groups
- x. Raising awareness and advocacy on the role of gender equality, disability and social inclusion in building resilience

Maldives' national frameworks are advancing towards gender-responsive and socially inclusive DRR, supported by firm policy commitments. However, turning these policies into consistent practice, particularly in data collection, budget distribution, and local implementation, remains the next significant obstacle. Strengthening institutional partnerships, developing local gender data, and providing practical training for DRR practitioners will help ensure that "no one is left behind" becomes a reality, not just a principle.

Addressing gender and inclusion issues in disaster and climate risk reduction in the Maldives

Name of the Ministry/Department/Institute you represent:

Main subject areas covered by the organization you represent:

(To be completed before the beginning of the training on Gender Responsive Implementation of the Sendai Framework on DRR to be held on November 12-13, 2025, in Male)

1. In your observation, what are the most relevant gender and age-based issues that need to be addressed in planning and implementation? (*Select all that apply*)

- Lack of mechanisms to build women's awareness and enable their involvement (in disaster preparedness, emergency and recovery)
- Protection in emergency and displacement situations
- Sexual and re-productive health issues
- Practical (including sanitary) needs that are specific to women and girls
- Issues related to disabilities
- Intersectionality issues (multiple vulnerabilities such as age/disability)
- Livelihood security and recovery support
- Other (please specify)
- All the above

2. Does your ministry/department/institute have a mandate for:

- a) Disaster risk and climate risk reduction Yes/No
- b) Supporting the organisations/ entities mandated for Disaster risk and climate risk reduction Yes/No
- c) Please list the main activities related to Disaster risk and climate risk reduction undertaken by your ministry/department/institute
.....

3. Collection/Analysis/Application of data

Does your ministry/department/institute collect and analyze data in any of the following areas?

- a) Considerations related to sectoral development (Energy, Infrastructure, Health etc) Yes/No
- b) Preparedness and risk reduction (e.g. early warning, contingency planning, sector preparedness) Yes/No
- c) Emergency response (e.g. service delivery, coordination, outreach) Yes/No
- d) Recovery and reconstruction (e.g. livelihood support, rehabilitation of sector facilities, social protection measures) Yes/No

4. Does the **strategic plan/or the annual plan of your Ministry/ Department/ Institute** include objectives or actions to improve collection, analysis and use of data on:

	Yes	No	Comments/additional information
a. Disaster and climate risk and impacts on: i. Communities ii. Infrastructure iii. Economy			
b. Does data collection on communities include disaggregation by: i. Sex/gender ii. Age iii. Disability iv. Income			
c. Disaster/climate data not collected or used for planning, implementation and reporting			
5. What are the existing institutional mechanisms that you are aware of that enable coordination between the agencies for Disaster Management, and other development agencies and planning institutions (such as National Planning/Social Security/Poverty Reduction) in the country that can mutually support gender responsive and socially inclusive DRR? a) Please list the existing mechanisms b) Is your agency/institution part of this mechanism? Yes/No/Not sure c) Are these mechanisms sufficient to provide the necessary support to national and provincial Disaster Management Institutions to work in gender responsive and inclusive manner in disaster preparedness/response/recovery? Yes/No d) If not, what are the gaps and constraints that need to be addressed?			
6. What are the key priority areas you identify that needs to be addressed to make national and provincial disaster and climate risk reduction programmes more gender responsive and inclusive in the Maldives: a) At the Policy level b) At the planning level c) At implementation level d) Review and monitoring			

Training on Gender-responsive Implementation of the Sendai Framework in the Maldives
November 12 - 13, 2025 | 3rd floor - Moonimaa Maalam, Maldives

