



Feasibility Study on Green Hydrogen Potential in Maldives and Development of a  
National Roadmap for Sustainable Energy Transition

## **Gender Assessment and Action Plan (GAAP)**

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**Prepared for**



**Funded by  
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**Submitted by**



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## 1. GAAP Overview and Context:

<b>Project details</b>	Title of technical assistance	Feasibility Study on Green Hydrogen Potential in Maldives and Development of a National Roadmap for Sustainable Energy Transition
	TA Response Plan Reference Number	2024000007
	Implementing partner	Ministry of Tourism and Environment
	Country(ies)	Republic of Maldives
<b>GAAP purpose</b>	Brief overview of the technical assistance objectives	The main objective of this technical assistance is to conduct a feasibility study on green hydrogen potential in Maldives and develop a national technology roadmap for sustainable energy transition.
	How gender mainstreaming aligns with the TA goals	<ul style="list-style-type: none"> <li>• Ensuring equitable participation of women in GH2 policy formulation and governance structures</li> <li>• Expanding women’s access to future green jobs and technical training opportunities</li> <li>• Supporting inclusive workforce development in hydrogen and renewable energy sectors</li> <li>• Integrating Gender Equality and Social Inclusion (GESI) requirements into hydrogen investments and pilot projects</li> </ul>
<b>Stakeholder engagement</b>	List of stakeholders (e.g., government agencies, local organizations, community groups)	<ul style="list-style-type: none"> <li>• Ministry of Tourism and Environment (Energy &amp; Climate Change Departments)</li> <li>• Ministry of Social &amp; Family Development</li> <li>• FENAKA Corporation</li> <li>• STELCO</li> <li>• Utility Regulatory Authority (URA)</li> <li>• Maldives National University</li> <li>• Women’s Development Committees</li> <li>• International development partners</li> </ul>
	Gender responsive representation demonstrating how women and marginalized groups are involved at each level	<ul style="list-style-type: none"> <li>• Inclusion of women representatives from ministries and utilities</li> <li>• Engagement of gender focal points</li> <li>• Participation of women professionals, students, and island community representatives during consultations</li> <li>• Target minimum 30% female representation in GH2 consultations and governance platforms</li> </ul>
<b>Contact details</b>	Point of contact for GAAP (Gender expert) implementation (Name, email, phone number)	Ms. Fathimath Afiya <a href="mailto:orchidafiya@gmail.com">orchidafiya@gmail.com</a> +960 777-6530

## 2. Gender Assessment

### 2.1. Overview of gender context

Brief analysis of gender roles, norms, and dynamics in the target region/sector	<p>The Maldives has strong legal frameworks supporting gender equality; however, women remain significantly underrepresented in technical energy roles.</p> <p>Key gender dynamics include:</p> <ul style="list-style-type: none"> <li>• Women represent ~15% of energy utility workforce and less than 1% in technical roles</li> </ul>
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## Monitoring & Evaluation (M&E) Plan

	<ul style="list-style-type: none"> <li>• Strong gender segregation in education pathways, with women concentrated in social sciences rather than engineering</li> <li>• Remote energy infrastructure and rigid shift systems limit women's participation</li> <li>• Unpaid care responsibilities disproportionately affect female workforce retention</li> </ul>
A comprehensive analysis of gender barriers/necessities in the specific sector, i.e. energy, water, food systems, etc.	As Green Hydrogen emerges as a new sector, it presents both a risk of reinforcing exclusion and an opportunity to create an inclusive green workforce.

## 2.2. Gender Assessment Table

Aspect	Issues to be addressed	Findings	Sources of data
Access and use	Do women and men have equitable access to climate technologies, resources, and services provided through the TA?	Women have limited participation in technical energy roles and STEM pipelines	Utility workforce data, policy review
	Are there gender-specific barriers to access these technologies or resources (e.g., cultural, social, economic, legal and policy framework)?	Lack of training opportunities, safety infrastructure, and social norms restricting field work	Interviews, WePOWER baseline
	How does the TA address the barriers described in the general analysis in 2.2	Integration of gender representatives in key meetings/ consultations and gender-responsive policy clauses	GH2 Gender Assessment Report
Participation	Are gender experts involved in all stages of the TA? Or Are consultations with women's and gender rights organisations considered?	Yes, a gender expert is involved in all stages of TA and will also prepare a separate Gender Assessment Report. Also, workshops and consultations include representation from Women	
	What best practices can enhance women's participation in the TA?	Gender quotas, mentorship networks, targeted outreach	International energy gender practices
Leadership	Do women have leadership positions in climate technology and the specific sector?	Minimal representation in boards and technical governance	Sector proxy analysis
Scaling-up and transfer	Are the training materials and delivery methods designed to address gender-specific needs or challenges?	GH2 knowledge currently absent locally; requires gender-responsive delivery	Education analysis
	Are financial mechanisms or models in place to ensure accessibility for women and marginalized groups;	Women entrepreneurs lack access to finance in energy value chains	Stakeholder interviews

## Monitoring & Evaluation (M&E) Plan

	Is the technology easily maintained and operated by local communities.	Skills gap requires localized capacity building including women technicians	Sector assessment
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### 3. Gender Action Plan

#### 3.1. Outline

<b>Beneficiaries</b>	<p>Expected Direct and indirect project beneficiaries disaggregated by gender are:</p> <p><b>Direct Beneficiaries</b></p> <ul style="list-style-type: none"> <li>• Government officials involved in hydrogen planning</li> <li>• Female students and trainees in STEM and energy programs</li> <li>• Women professionals entering GH2 value chains</li> </ul> <p><b>Indirect Beneficiaries</b></p> <ul style="list-style-type: none"> <li>• Island communities</li> <li>• Women-led SMEs</li> <li>• Energy sector workforce</li> </ul> <p><b>Expected Gender Distribution</b></p> <ul style="list-style-type: none"> <li>• ≥30% women participation across TA activities</li> </ul>
<b>Challenge</b>	The Maldives energy sector is highly male dominated due to educational segregation, workplace constraints, and socio-cultural norms. Without early intervention, the emerging Green Hydrogen sector risks reproducing these structural gender gaps in future green employment and leadership
<b>Summary of gender-responsive TA implementation</b>	The TA will include a gender expert to conduct gender assessment, and the project will ensure all the important meetings & stakeholder consultations are inclusive of women representatives. Women-led capacity measures will also be under consideration
<b>Output statements</b>	<ul style="list-style-type: none"> <li>• Gender mainstreaming incorporated into National Hydrogen Roadmap</li> <li>• ≥30% women participation in consultations and trainings</li> <li>• Increased technical understanding of the GH2 technology and related sectors</li> <li>• Increased access to women for technical training</li> </ul>
<b>Outcome statement</b>	<p><b>Short-term:</b></p> <ul style="list-style-type: none"> <li>• Improved awareness and participation of women in GH2 planning processes</li> </ul> <p><b>Medium-term:</b></p> <ul style="list-style-type: none"> <li>• Increased female enrolment in energy and hydrogen-related technical pathways</li> </ul> <p><b>Long-term:</b></p> <ul style="list-style-type: none"> <li>• Inclusive GH2 industry with equitable employment, leadership participation, and entrepreneurship opportunities for women</li> </ul>

### 3.2. Gender Responsive Activities

Activities	Indicator	Expected Results (Target)	Data Collection	Comments / Assumptions & Challenges
<b>Activity 1: Inception Workshop and Baseline Assessment (Output 1)</b>	Number and % of women participating in inception workshop	≥30% female participation in inception workshop	Workshop attendance sheets (sex-disaggregated)	Limited availability of women in technical institutions may require targeted invitations through ministries and universities
<b>Activity 1.2: Baseline Assessment of Current Energy Use and Renewable Sources</b>	<ul style="list-style-type: none"> <li>Gender considerations integrated into baseline assessment methodology</li> <li>Number of gender-specific barriers identified</li> </ul>	<ul style="list-style-type: none"> <li>Gender analysis included in energy access, workforce and skills baseline</li> <li>Minimum 3–5 gender barriers documented</li> </ul>	Desk review, stakeholder interviews, institutional consultations	Energy datasets may lack sex-disaggregated information; proxy institutional data may be required
<b>Activity 2.1: Green Hydrogen Production Assessment</b>	Inclusion of gender considerations in GH2 value chain assessment	Recommendations for women participation in technical roles included	Technical assessment reports; expert consultations	Hydrogen sector is nascent; projections will rely on international benchmarks
<b>Activity 3.1: Review of Existing Policy and Regulatory Environment</b>	Number of policies reviewed through gender lens	Gender gaps identified across energy and industrial policy framework	Policy review checklist; regulatory analysis	Gender provisions may be implicit rather than explicit in existing policies
<b>Activity 3.2: Development of Draft Policy Framework and Hydrogen Roadmap</b>	Gender-responsive provisions integrated into roadmap (Core Indicator: Policies/plans influenced)	Hydrogen roadmap includes gender targets, workforce inclusion measures and monitoring indicators	Validation workshop reports; final roadmap review	Adoption depends on government endorsement processes
<b>Activity 4.1: Development of One GCF Concept Note</b>	Gender Action Plan integrated within GCF concept note	Gender-responsive investment components incorporated (skills, jobs, entrepreneurship)	Concept note documentation review	Alignment required with GCF gender policy requirements
<b>Activity 4.2: Capacity Building Workshop and Project Wrap-up</b>	Number of women trained (Core Indicator: Individuals with increased capacity disaggregated by sex)	<ul style="list-style-type: none"> <li>≥30% women participation in capacity-building workshop</li> <li>Improved GH2 awareness among women professionals and students</li> </ul>	Training attendance records; post-training feedback surveys	Travel constraints across islands may affect participation; hybrid participation may be needed