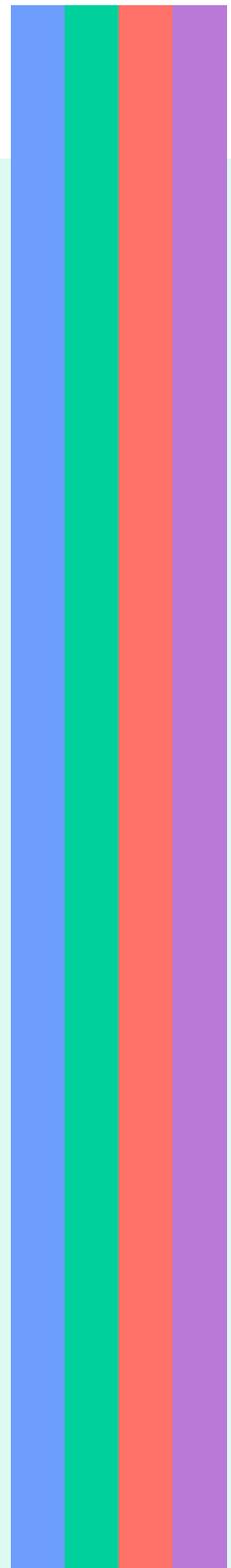


Handbook on Gender Equality, Disability and Social Inclusion (GEDSI): A Practical Guide for Environmental Sector Stakeholders in Maldives



Ocean Country Partnership Programme

**Handbook on Gender Equality, Disability and
Social Inclusion (GEDSI):
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Stake holders in Maldives**



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EXECUTIVE SUMMARY

The Challenge

Environmental initiatives in the Maldives face challenges in meaningfully including marginalised groups—limiting both environmental effectiveness and social equity.

The Solution

This handbook provides a practical framework and tools for integrating Gender Equality, Disability and Social Inclusion (GEDSI) into environmental work, moving organisations from basic awareness to transformative practice.



What's Inside

- **Assessment tools** to understand community dynamics and organisational readiness
- **Planning guidance** for inclusive stakeholder engagement and project design
- **Implementation strategies** covering capacity building, partnerships, and resource allocation
- **Monitoring frameworks** with GEDSI-responsive indicators and participatory approaches
- **21 practical tools** adaptable to different contexts

Key Features

All content is tailored specifically for the Maldives context, with examples from marine conservation, waste management, climate adaptation projects, and other environmental initiatives. Tools can be used independently or as part of a comprehensive approach.

Target Impact

Organisations will develop capacity to design environmental initiatives that are more inclusive, effective, and sustainable—strengthening both environmental outcomes and community resilience whilst ensuring no one is left behind in environmental protection efforts.



FOREWORD



As both a people and a nation uniquely vulnerable to environmental change, we understand better than most that effective environmental protection requires the knowledge, participation, and leadership. For the Maldives, and indeed for all small island developing states and climate-vulnerable nations, where environmental threats affect the most vulnerable first and hardest, the urgency of climate action is inseparable from social justice.

This handbook represents a significant step forward in ensuring that our environmental initiatives truly serve everyone in our society. For too long, environmental decision-making has overlooked the voices and expertise of women, persons with disabilities, elderly populations, youth, and other marginalised groups—precisely those who often bear the greatest burden of environmental degradation whilst possessing valuable traditional knowledge and innovative solutions.

Gender Equality, Disability and Social Inclusion (GEDSI) is not merely an add-on to environmental work; it is fundamental to achieving lasting environmental outcomes. When we exclude any segment of our society from environmental planning and implementation, we not only perpetrate injustice—we also diminish our collective capacity to address the environmental challenges that threaten our very existence as a nation.

The Maldives has made significant commitments to both environmental protection and social inclusion through our participation in international frameworks including the Paris Agreement, the Sustainable Development Goals, and our own National Adaptation Plan, as well as through domestic legislation. This handbook provides the practical guidance needed to transform these commitments into meaningful action at every level of environmental work.

I commend the UK Government and the Ocean Country Partnership Programme for supporting this initiative, and all partners involved in developing this resource specifically for our unique context. The tools, frameworks, and approaches outlined here will enable environmental practitioners across government, civil society, and the private sector to design and implement initiatives that are not only environmentally sound but also socially inclusive and transformative.

Our environmental future depends on harnessing the full potential of all Maldivians. This handbook shows us how.

Thoriq Ibrahim
Minister of Tourism and Environment



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1. INTRODUCTION

1.1 About This Handbook: Why GESDI in Environmental Work Matters

This handbook serves as a comprehensive resource for environmental sector stakeholders in the Maldives who seek to integrate Gender Equality, Disability and Social Inclusion (GESDI) principles into their work. It provides practical guidance to ensure that GESDI is meaningfully embedded in environmental work across Maldivian communities, creating more inclusive, equitable, and effective environmental initiatives.

The Maldives faces significant environmental challenges, from climate change and coastal erosion to waste management and biodiversity conservation. Addressing these challenges effectively requires harnessing the knowledge, skills, and perspectives of all community members whilst ensuring that environmental solutions do not inadvertently worsen existing inequalities or create new ones.

Women, persons with disabilities, elderly populations, youth, atoll communities, and other marginalised groups often bear disproportionate impacts from environmental degradation whilst having limited voice in environmental decision-making. At the same time, these groups possess valuable knowledge and innovative solutions that can strengthen environmental outcomes.

Environmental work that meaningfully integrates GESDI principles can:

- Achieve more equitable and sustainable environmental outcomes
- Build broader community ownership and support for environmental initiatives
- Harness traditional ecological knowledge and diverse perspectives
- Address root causes of both environmental degradation and social exclusion
- Contribute to transforming power dynamics and promoting social justice

This handbook provides the practical guidance needed to move from recognising the importance of GESDI to effectively implementing inclusive environmental initiatives that advance both environmental and social objectives in the Maldives context, with tools and frameworks specifically adapted to the unique geographic, cultural, and institutional realities of the Maldives.



1.2 Key Objectives

Build Understanding: Develop comprehensive knowledge of GEDSI concepts, principles, and their relevance to environmental work in the Maldives context.

Provide Practical Tools: Offer accessible, user-friendly tools and templates that can be immediately applied to environmental initiatives across different scales and sectors.

Ensure GEDSI Integration: Support effective integration of GEDSI principles throughout environmental initiatives through practical guidance on analysis, engagement, monitoring, and capacity building.

Address Maldivian Context: Provide context-specific guidance and practical tools tailored to the unique environmental and social realities of the Maldives.

1.3 Target Audience

Primary Users:

- Project managers and programme officers in the environmental sector
- International environmental project staff
- International funding programme staff
- Government officials in environmental sectors
- NGO and civil society organisation staff

Secondary Users:

- Community members participating in environmental projects
- Local council members and Women's Development Committee representatives
- Policy makers and academic institutions

Whilst the Handbook is aimed at stakeholders working in the environmental sector, the key themes could be transferable to many other sectors in Maldives.

1.4 How to Use This Handbook

This handbook is designed as a practical tool for environmental practitioners to develop their understanding of GEDSI principles and enhance their capacity to create inclusive environmental initiatives. Each section includes:

- Key concepts and frameworks for understanding GEDSI in environmental contexts
- Practical examples from the Maldives context
- Step-by-step guidance for conducting assessments and planning interventions
- Tools and templates for immediate application in environmental work
- Reflection questions and activities to deepen understanding and application
- Real-world case studies demonstrating successful GEDSI integration

The handbook can be used as a resource for training teams within organisations, for self-study by organisations, or as a reference guide during project implementation. Sections build upon each other to create comprehensive understanding but can also be used individually to focus on specific aspects of GEDSI integration as needed.



1.4.1 How to Access and Use the Tools in This Handbook

Throughout this handbook, you'll see references to practical tools that support GEDSI integration. All tools are provided in the separate attached Tools document.

How the tools work:

- All tools and frameworks are provided in the separate PDF document attached to this handbook
- Use as reference guides to understand good practices, or
- Use as working templates by filling out tables and frameworks directly
- Adapt to your context - all are examples and can be modified for your specific situation

Choose the approach that best fits your needs and organisational context. All tools are designed to be practical and immediately applicable to environmental work in the Maldives.

1.5 Acknowledgements

This handbook was developed through the Ocean Country Partnership Programme (OCP) in collaboration with the Ministry of Tourism and Environment (MoTE), Republic of Maldives. We are grateful for the leadership and guidance provided by both institutions throughout the development process.

We extend our sincere appreciation to the diverse stakeholders who contributed their time, expertise, and insights during the handbook's development, including government officials, civil society organisations, environmental and development practitioners throughout the process.

Their participation and feedback were essential in ensuring this resource reflects the realities and needs of environmental work in the Maldives. Special thanks to all who shared their experiences and examples of GEDSI integration in environmental initiatives, helping to ground this handbook in practical, locally relevant guidance.

2. UNDERSTANDING GEDSI FUNDAMENTALS

2.1 Definition of Gender Equality

Gender Equality, Disability and Social Inclusion (GEDSI) is an approach that ensures all people can participate in and benefit from development, regardless of their gender, disability status, age, or other characteristics (DFAT, 2023; OECD-DAC, 2023; UN Women, 2023).

GEDSI recognises that some groups - particularly women, persons with disabilities, elderly people, youth, and marginalised populations - often face barriers that prevent them from:

- Participating in decisions that affect them
- Accessing resources and services
- Benefiting equally from development programmes

What GEDSI Is

GEDSI is both:

- **An analytical tool** to understand how different groups experience inequality
- **A practical approach** to address these inequalities through targeted actions

GEDSI in Environmental Work

- *In environmental work, GEDSI helps ensure that:*
- *All community members can participate in environmental decisions*
- *Environmental benefits reach*

everyone fairly

- *Environmental solutions don't accidentally harm vulnerable groups*
- *Projects use the knowledge and skills of all community members*

2.2 Why GEDSI?

Gender Equality, Disability and Social Inclusion (GEDSI) is essential because inclusive development is not only a matter of human rights and social justice, but also leads to more effective, sustainable, and equitable outcomes (UNDP, 2022; World Bank, 2023; DFAT, 2023).

What GEDSI Helps Achieve

A GEDSI approach helps to:

- **Identify structural barriers** that limit opportunities for certain groups
- **Recognise power imbalances** that affect access to resources and decision-making
- **Value diverse knowledge and perspectives** from all segments of society
- **Enable meaningful participation** by creating accessible engagement mechanisms
- **Ensure equitable benefit-sharing** across different social groups
- **Transform discriminatory norms** that perpetuate inequality and exclusion



Risks of Not Using GEDSI

Without a GEDSI approach, development initiatives risk:

- **Reinforcing existing inequalities** by defaulting to established power structures
- **Overlooking specific needs** of marginalised populations
- **Missing valuable insights** from diverse perspectives and knowledge systems
- **Creating solutions that work for some** but exclude others
- **Limiting sustainability** by failing to build broad community ownership

2.3 GEDSI Integration Framework

The GEDSI Integration Framework provides a structured approach to understanding how GEDSI can be incorporated into environmental work at different levels. This framework draws on international best practices and has been adapted for environmental work in the Maldives through the Ocean Country Partnership Programme (OCP), as documented in the [OCP Maldives GEDSI and SEAH Status Report \(2025\)](#). 

How the framework works: Levels of GEDSI integration

The framework has four levels that show how you can move from being unaware of GEDSI issues to making real change:

REFLECTION QUESTIONS

Think about a recent environmental project in your area - who was involved in planning it?

When you attend community meetings about environmental issues, who speaks most? Who stays quiet?

GEDSI Unaware: At this level, interventions proceed without considering how they affect different social groups. There is no collection of disaggregated data, no analysis of gender or social dynamics, and activities may inadvertently reinforce existing inequalities.

GEDSI Sensitive: This level demonstrates basic recognition of different needs and constraints. Approaches focus on “doing no harm” with minimal accommodations for participation, but limited proactive measures to address underlying inequalities.

GEDSI Empowering: At this level, programmes actively address identified inequalities through dedicated objectives, allocated resources, and targeted interventions.



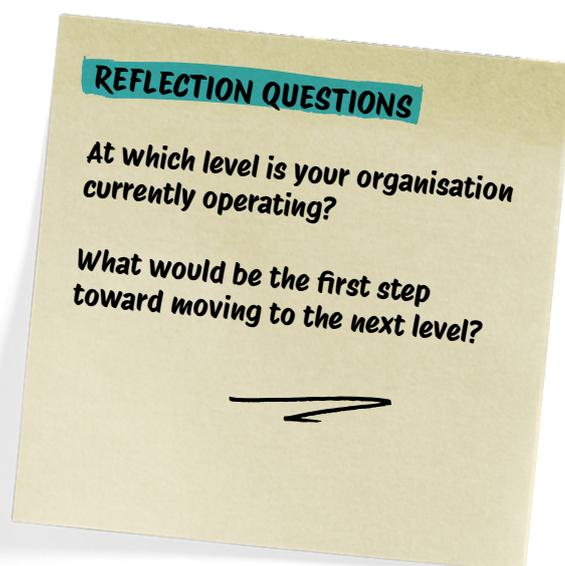
Marginalised groups meaningfully participate in consultation and decision-making processes, and monitoring systems track outcomes for different groups.

GEDSI Transformative: The most advanced level works to change underlying power dynamics and structures. Interventions address root causes of inequality, promote leadership from marginalised groups, and catalyse changes in systems and cultural norms that perpetuate exclusion.

2.4 The Maldives GEDSI landscape

The Maldives faces significant challenges in ensuring equitable development and social protection across diverse population groups. Understanding the current GEDSI landscape is essential for environmental practitioners to design inclusive interventions that address existing inequalities whilst advancing sustainability goals.

Key disparities exist across multiple dimensions including gender equality, geographic location, disability inclusion, age-related vulnerabilities, migrant worker conditions, and youth opportunities. These baseline inequalities highlight where environmental initiatives can contribute to addressing systemic exclusion, particularly for women, atoll communities, persons with disabilities, elderly populations, migrant workers, and youth.



For detailed statistics and analysis
For comprehensive data and context
on GEDSI in the Maldives, see the [OCPP
Maldives GESI and SEAH Status Report
\(2025\)](#).



FROM UNDERSTANDING TO ACTION

Chapters 1 and 2 helped you understand what GEDSI is and why it matters for environmental work.

The next chapters will show you how to apply GEDSI principles in practice:

Chapter 3: Assess the community you will be working in, and your organisation's readiness

Chapter 4: Design and deliver environmental projects that include everyone

Let's begin with understanding where you're starting from...



3. ANALYSING GEDSI CONTEXT

Before starting any environmental project, you need to understand your specific situation. This section helps you assess community dynamics and your organisation's readiness to work inclusively.

3.1 Community-level analysis

Understanding the social dynamics, power structures, and diverse vulnerabilities within communities is essential for ensuring your environmental projects are truly inclusive and responsive to different groups' needs:

Who lives in your community?

- Population by gender, age, disability status
- Household types (female-headed, elderly-only, etc.)
- Different groups and their characteristics

Who has power and resources?

- Who has access to land, water, and marine resources?
- Who makes decisions about resource use?
- Whose voice carries weight in environmental decisions?

Who faces what challenges?

- How are different groups exposed to environmental hazards?
- What capacity do different groups have to adapt?
- How does information access differ across social groups?



PRACTITIONER TIP

Start by connecting with Women's Development Committee (WDC) members, school teachers, and health workers – they have deep knowledge of community dynamics and can guide you to other key stakeholders (United Nations Development Programme & Local Government Authority, 2024).

Tool 1: Community Vulnerability and GEDSI Issues Mapping Tool





3.2 Organisational-level analysis

Understanding your organisation's readiness to work inclusively is essential for successful GEDSI implementation. You need to know what your organisation can do well and where it needs to improve (OECD-DAC, 2023; UNDP, 2022; DFAT, 2023).

What you need to assess

Before implementing GEDSI in your environmental work, you need to understand your organisation's current situation:

Policies and leadership

- Do organisational policies explicitly mention gender equality and social inclusion?
- How visibly do senior leaders champion GEDSI principles?
- Is there a designated GEDSI focal point or team with sufficient authority?

Staff and resources

- Do recruitment processes actively encourage applications from underrepresented groups?
- What percentage of organisational budget is allocated to GEDSI-specific activities?
- What GEDSI-related training is provided to staff at different levels?
- How confident are staff in applying GEDSI principles?

Current practices

- Are GEDSI responsibilities included in job descriptions and performance reviews?
- How are GEDSI achievements recognised and celebrated internally?
- Do staff have expertise for conducting gender analysis and collecting disaggregated data?

Organisational-level analysis

- The entire section on organizational readiness assessment (Asian Development Bank, 2023, Gender Equality and Social Inclusion in South Asia)(UN Women, 2024, Gender Mainstreaming Handbook)



PRACTITIONER TIP

When conducting your assessment:

- Involve staff from different teams and levels for multiple perspectives
- Be honest about current practices rather than aspirational goals
- Look for concrete evidence to support your ratings
- Remember that different departments may be at different levels

Tool 2: GEDSI Integration Levels Assessment Tool



Tool 3: Self-Assessment Matrix



Tool 4: Moving Up the GEDSI Integration Ladder



4. IMPLEMENTING GEDSI IN YOUR WORK

Sections 1-3 helped you understand GEDSI principles and assess your context. This section shows you how to put GEDSI into practice in your environmental projects.

4.1 Planning

Effective planning is the foundation for successfully integrating GEDSI principles into environmental initiatives. This section provides a systematic approach to initial planning of a GEDSI-integrated project (UN Women, 2023; World Bank, 2023; UNEP, 2022).

What you need to do

Make a commitment

- Develop a clear vision for how GEDSI will improve your environmental work
- Set specific, measurable commitments that address identified GEDSI gaps
- Assign responsibilities and timelines for GEDSI actions
- Create accountability mechanisms to track progress

Understand your project context

- Use your community and organisational analysis from Section 3
- Understand how environmental challenges affect different groups differently
- Identify who could influence or be affected by your environmental initiative
- Assess current power dynamics and decision-making patterns

Plan inclusive engagement

- Map all stakeholders with emphasis on marginalised groups
- Design engagement approaches that address barriers to participation
- Create multiple pathways for people to get involved
- Ensure engagement is meaningful, not just token consultation

Design for inclusion

- Set objectives that explicitly address GEDSI dimensions
- Plan activities that promote inclusion for specific groups
- Allocate adequate resources for GEDSI integration
- Develop monitoring systems that track GEDSI outcomes

Addressing barriers to participation: Different groups face unique barriers to participating in environmental initiatives. The table below outlines common barriers in the Maldivian context and practical strategies to address them:



Common Barriers and Mitigation Strategies

(Reference only to be given to mitigation strategies relating to each barrier)

Barrier Type	Examples	Mitigation Strategies
Physical barriers (DFAT, 2023)	Inaccessible meeting venues; Lack of accessible transportation to the island venue	Conduct accessibility audits; Select central, accessible venues; Provide transportation support; Rotate meeting locations
Time-based barriers (UNDP, 2022)	Meetings during prayer times or school drop-off; Scheduling conflicts with fishing days; Extended sessions during Ramadan	Schedule activities around women's availability; Provide childcare support; Offer multiple participation opportunities; Keep sessions concise
Communication barriers (UN Women, 2023)	Technical environmental terms not translatable to Dhivehi; Limited English among outer island communities; Hearing or visual impairments without sign language support	Use simple, non-technical language; Provide materials in local languages; Use visual communication methods; Ensure sign language interpretation
Socio-cultural barriers (Ministry of Gender, Family and Social Services, 2023)	Gender norms limiting public participation for women; Decision-making dominated by the same group of men; Concerns about speaking in mixed settings	Work with community leaders; Create women-only spaces when appropriate; Establish group consultation formats; Build gradual acceptance



PRACTITIONER TIP

When mapping stakeholders, pay special attention to Women's Development Committees and island councils as formal entry points, but also identify informal women leaders, elderly knowledge holders, youth groups, migrant worker communities, and persons with disabilities who may not have official roles but hold significant community influence and face unique barriers to participation. (United Nations Development Programme & Local Government Authority, 2024; UN Women, 2023).



Barrier Type	Examples	Mitigation Strategies
Resource barriers <i>(OECD-DAC, 2023)</i>	Lost fishing income during day meetings; Inter-island travel costs for participation; Phone credit costs for follow-up calls	Provide stipends for participation; Cover transportation costs; Offer refreshments; Consider compensation for expertise
Knowledge barriers <i>(UNEP, 2022; World Bank, 2023)</i>	Unfamiliarity with environmental monitoring apps; Limited experience with formal project processes; Lack of confidence in technical discussions	Provide capacity building before engagement; Simplify complex information; Create peer support mechanisms; Build confidence through small group activities



PRACTITIONER TIP

GEDSI is everyone’s responsibility, not just “women’s work.” Actively engage men and boys as allies and champions for gender equality and social inclusion. Male community leaders, fathers, and youth can be powerful advocates for change when they understand how inclusive environmental initiatives benefit everyone, leading to stronger families, safer communities, and more sustainable outcomes for all.

Tool 5: Format for Commitment-to-Action



Tool 6: Stakeholder Mapping Matrix Examples



Tool 7: Practical Engagement Methods



Tool 8: Strategies for Enabling Participation



Tool 9: Accessibility Audit Template



Tool 10: Environmental Project GEDSI Planning Steps Checklist





4.2 Implementation

Implementation transforms GEDSI principles into tangible actions that advance both equality and environmental goals. This section covers how to make GEDSI work in practice (UN Women, 2023; UNEP, 2022; World Bank, 2023; DFAT, 2023).

What you need to do

Build institutional support

- Secure visible commitment from senior leadership
- Establish accountability mechanisms at all levels
- Create GEDSI champions across different departments
- Embed GEDSI in formal policies and procedures

Develop staff capacity

- Provide GEDSI awareness training for all staff
- Offer specialised technical training for key roles
- Create ongoing support systems and mentoring
- Build practical skills through hands-on learning

Create enabling environments

- Ensure meeting venues are accessible to all
- Schedule activities at times when diverse groups can participate
- Provide necessary support (childcare, transportation, interpretation)
- Establish respectful interaction norms that value diverse perspectives

Build partnerships

- Connect with local women's organisations and disability groups
- Partner with community-based organisations for better reach
- Collaborate with other agencies working on similar issues
- Create networks for sharing knowledge and resources

Manage resources effectively

- Allocate adequate budget for GEDSI activities
- Include GEDSI costs in all programme budgets
- Track spending to ensure resources reach intended groups
- Adjust resource allocation based on learning



INCLUSION FOCUS

Budgeting for disability inclusion requires specific consideration of accessibility costs such as venue modifications, sign language interpretation, materials in accessible formats, and transportation support for persons with mobility challenges. In the Maldivian context, consider that many community centres and meeting venues in outer islands may lack basic accessibility features like ramps or accessible toilets, and sign language interpretation services are primarily available in Malé, requiring advance planning and potentially remote interpretation technology for island-based consultations. Start by connecting with Women's Development Committee (WDC) members, school teachers, health workers - they have deep knowledge of community dynamics and can guide you to other key stakeholders. (United Nations Development Programme and Local Government Authority, 2024, Assessment of Women's Representation and Influence in Local Governance). Disability inclusion budgeting must take into account accessibility challenges in outer islands, where many community centres lack ramps, accessible toilets, or appropriate transport links (Maldives Bureau of Statistics, 2022; Asian Development Bank, 2020).

Tool 11: Change Management Matrix



Tool 12: GEDSI Action Plan and Implementation Roadmap Sample



Tool 13: GEDSI-Responsive Budget Template



Tool 14: Capacity Development Matrix





4.3 Monitoring, Evaluation, and Learning

Effective monitoring, evaluation, and learning ensure that GEDSI principles are meaningfully integrated throughout environmental projects and that you can track progress and improve your approach over time (OECD-DAC, 2019; UN Women, 2023; DFAT, 2023; World Bank, 2023).

What you need to do

Develop GEDSI-responsive indicators

- Create indicators that measure both participation numbers and quality of engagement
- Track changes at multiple levels (individual, community, institutional)
- Include indicators that capture experiences of the most marginalised groups
- Monitor both intended benefits and potential negative impacts

Use participatory monitoring approaches

- Involve community members, especially marginalised groups, in tracking progress
- Build local capacity to lead monitoring activities
- Value different types of knowledge and expertise
- Create feedback mechanisms accessible to diverse stakeholders

Collect data effectively

- Use multiple methods: surveys for numbers, focus groups for deeper insights
- Ensure data collection tools are accessible for different literacy levels and abilities
- Collect and analyse data by gender, age, disability status, and location
- Maintain ethical standards including informed consent and privacy protection



ETHICAL CONSIDERATIONS

When collecting GEDSI data, always obtain informed consent and explain how information will be used. Maintain strict confidentiality – particularly important in small island communities where individuals can be easily identified. Store data securely, anonymise responses before analysis, and never share information that could identify participants. For sensitive topics like discrimination or violence, ensure private interview spaces and referral pathways to support services.

Learn and adapt

- Hold regular reflection sessions with diverse stakeholders
- Document what works and what doesn't for GEDSI integration
- Translate lessons into concrete changes to project activities
- Share learning within and beyond your organisation

Manage knowledge

- Capture both formal findings and informal insights
- Store information in accessible formats for different users
- Share learning through appropriate channels for different audiences
- Ensure credit is given to knowledge contributors from marginalised groups



INCLUSION FOCUS

Women in the Maldives often have extensive knowledge of marine ecosystems through activities like reef gleaning and fish processing, but may be excluded from formal environmental decision-making (Lamb, 2018; Kleiber, Harris, & Vincent, 2015; Ministry of Fisheries, Marine Resources and Agriculture [Maldives], 2022). When collecting monitoring data, create women-only consultation spaces and schedule activities around domestic responsibilities to unlock valuable environmental knowledge and ensure women's voices are captured in project assessments (UN Women, 2023; FAO, 2021)

Tool 15: GEDSI Monitoring Framework with Sample Indicators



Tool 16: Data Collection Tools and Methodologies



Tool 17: Community-Led Data Collection Sample



Tool 18: Participatory Scoring Sample



Tool 19: Most Significant Change Sample



Tool 20: GEDSI Impact Assessment Questionnaire Sample



Tool 21: Adaptation Strategies Based on Learning





4.4 Case Studies and Best Practices

For examples of successful GEDSI integration in environmental projects and documented best practices from the Maldives context, see:

- *OCPP Maldives GESI and SEAH Status Report (2025) for baseline context and statistics* 
- *OCPP Maldives GESI & SEAH Safeguards Assessment (2025) for practical case studies and implementation recommendations* 

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6. GLOSSARY OF TERMS

Accessibility The design of products, devices, services, or environments for people with disabilities, ensuring equal access and participation.

Accessibility Audit A systematic review of physical spaces, materials, and processes to identify and address barriers that prevent people with disabilities from participating fully.

Adaptation Adjustments in ecological, social, or economic systems in response to actual or expected climatic stimuli and their effects or impacts.

Community-Based Monitoring A process where local community members are involved in collecting, analysing, and using data to track environmental or social changes in their area.

Community-Driven Adaptation (CDA) An approach to climate resilience that emphasises the leadership and participation of local communities in designing and implementing solutions.

Disaggregated Data Data that is broken down by gender, age, disability status, location, and other relevant social characteristics to understand how different groups are affected differently.

Empowerment The process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes.

Gender Analysis A systematic methodology for examining the differences in roles, activities, needs, opportunities, and rights/entitlements of women, men, girls, and boys in a given context.

Gender Equality The equal rights, responsibilities, and opportunities of women and men, and girls and boys, regardless of whether they are born male or female.

Gender-Responsive Policies, programmes, or approaches that acknowledge and address the different needs, priorities, and experiences of women and men.

Gender-Responsive Budgeting (GRB) A financial management practice that integrates gender perspectives into budgetary processes, ensuring that resource allocation considers and addresses the different needs of women and men.

GEDSI Integration Framework A structured approach with four levels (Unaware, Sensitive, Empowering, Transformative) showing how organisations can progressively strengthen gender equality and social inclusion in their work.



Human Rights-Based Approach (HRBA) A policy and programmatic framework that integrates human rights principles—such as accountability, non-discrimination, participation, and empowerment—into all stages of planning and implementation.

Inclusion The practice of ensuring that all people, regardless of their background or circumstances, have equal access to opportunities and can participate fully in society.

Inclusive Development Development processes that actively include and benefit all segments of society, particularly those who have been historically marginalised or excluded.

Intersectionality A framework that analyses how overlapping social identities—such as gender, disability, age, geographic location, and economic status—create compounded experiences of discrimination or privilege.

Local Government Authority (LGA) The government body responsible for overseeing local governance structures including island councils and city councils in the Maldives.

Mainstreaming The process of integrating a particular perspective or set of concerns into all policies, programmes, and activities of an organisation.

Marginalised Groups Groups that are excluded from mainstream social, economic, and political activities due to systemic barriers. In the Maldives, this includes women, persons with disabilities, youth, the elderly, and atoll communities island communities.

Meaningful Participation Participation that goes beyond token representation to ensure genuine influence in decision-making processes and outcomes.

Ministry of Tourism and Environment The government ministry responsible for environmental policy and climate change adaptation in the Maldives.

Monitoring and Evaluation (M&E) The systematic collection and analysis of information to track progress, measure results, and inform decision-making in programmes and projects.

Participatory Approach Methods that actively involve stakeholders, particularly those most affected by an issue, in all stages of planning, implementation, and evaluation.

Participatory Monitoring and Evaluation (PM&E) A collaborative process involving stakeholders, including marginalised groups, in the evaluation of projects to ensure inclusivity, accountability, and transparency.

Power Dynamics The ways in which power is distributed and exercised within relationships, groups, and institutions, affecting who has influence and who is excluded.



Safeguarding Measures and practices designed to protect people, particularly vulnerable groups, from harm, abuse, and exploitation in development programmes.

Sex-Disaggregated Data Data that is collected and presented separately for males and females to reveal gender-based differences and inequalities.

Social Inclusion The process of improving the terms for individuals and groups to take part in society, ensuring equal access to opportunities, services, and political participation.

Social Vulnerability The degree to which individuals or communities are susceptible to harm due to external stressors, such as climate change or economic instability, based on factors like poverty, lack of education, limited healthcare access, and geographic isolation.

Stakeholder Any individual, group, or organisation that can affect or is affected by a project, programme, or policy.

Stakeholder Mapping A systematic process of identifying and analysing the individuals, groups, and organisations that have an interest in or influence over a particular issue or project.

Targeted Interventions Specific activities or programmes designed to address the particular needs or barriers faced by specific groups, such as women or persons with disabilities.

Transformative Change Fundamental shifts in systems, structures, and power relations that address root causes of inequality and create lasting change.

Vulnerability The degree to which a system, population, or individual is likely to experience harm due to exposure to hazards, sensitivity to those hazards, and lack of adaptive capacity.

Women's Development Committee (WDC) Local-level women's organisations in the Maldives that promote women's participation in community development and provide a formal mechanism for women's engagement in local governance. They are elected bodies in each island.

GEDSI Handbook Tools

A Practical Toolkit for Gender Equality, Disability and Social Inclusion in Environmental Projects

PARTNER ORGANISATIONS

• Ocean Country Partnership Programme (OCP) • Ministry of Tourism and Environment, Republic of Maldives • UK International Development

OCEAN COUNTRY PARTNERSHIP PROGRAMME

• The Ocean Country Partnership Programme (OCP) is a bilateral technical assistance and capacity building programme that provides tailored support to countries to manage the marine environment more sustainably, including by strengthening marine science expertise, developing science-based policy and management tools and creating educational resources for coastal communities. The OCP delivers work under three thematic areas: biodiversity, marine pollution, and sustainable seafood.



About This Toolkit

This GEDSI Handbook Tools document is a companion resource to the main Handbook on Gender Equality, Disability and Social Inclusion (GEDSI): A Practical Guide for Environmental Sector Stakeholders in Maldives.

The toolkit contains 21 practical tools referenced throughout the main handbook, designed to support environmental practitioners in integrating gender equality, disability and social inclusion principles into their work. These tools are to be used as part of a comprehensive GEDSI approach.

How to Use This Toolkit

- Use alongside the main GEDSI Handbook for complete guidance
- Tools can be adapted to your specific context and project needs
- Each tool includes examples relevant to the Maldives environmental sector
- Tools are designed for immediate practical application

For the complete framework, guidance and case studies, refer to the main GEDSI Handbook document.

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SEAH Prevention Handbook Tools

Tool 1: Community Vulnerability and GEDSI Issues Mapping Tool

Use this tool to select appropriate methods that capture diverse perspectives when assessing how environmental challenges affect different groups within communities.

Method	Best for	GEDSI Considerations Examples
Household surveys	Quantitative baseline data	Ensure questions capture intra-household differences such as gender ; include disability questions on functioning, mobility limitations, and self-care abilities
Focus groups	In-depth discussion of sensitive issues, revealing power dynamics	Hold separate sessions for different social groups, such as youth, women, men, persons with disabilities, elderly community members, and ethnic minorities. Focus groups can also be constructed with a mix of individuals to generate discursive data to emerge between different groups, revealing power dynamics.
Key informant interviews	Understanding vulnerabilities and power dynamics	Include voices that represent marginalised groups such as female-headed households, people with mobility impairments, socioeconomically disadvantaged groups, and older persons
Site observations	Observing spatial differences	Ensure diverse participation; consider accessibility needs such as wheelchair access, scheduling walks during times when women can attend, and providing support for vision-impaired participants
Seasonal calendars	Identifying temporal patterns	Document differences in activities by gender and age, occupation, such as women's increased workload during fish-harvesting, when men are out at sea, tourism's high/low- end, and disability access needs during storms

Tool 2: GEDSI Integration Levels Assessment Tool

Use this tool to determine your organisation's current level of GEDSI integration and identify pathways to progress toward more transformative approaches.

Level	Description	Key Features	Self-Assessment Checklist
<i>GEDSI Unaware</i>	No consideration or adequate understanding of how activities affect different groups	- No adequate data disaggregation - No analysis of gender or social dynamics - May reinforce existing inequalities	- We collect no data on how our work affects different groups - GEDSI is not adequately reflected or mentioned in our strategic documents - Staff receive no training on GEDSI issues
<i>GEDSI Sensitive</i>	There has been some GEDSI analysis. Basic recognition of different needs and constraints which have been included in the design of work	- "Do no harm" approach - Basic accommodations for participation - Limited proactive measures	- We recognise that our work may affect groups differently - Our activities include basic accommodations for diverse participants - We avoid causing harm but take limited proactive measures
<i>GEDSI Responsive</i>	Actively addresses identified inequalities	- Dedicated GEDSI objectives - Resources allocated for GEDSI activities - Targeted interventions for specific groups - Meaningful consultation with marginalised groups - Inclusion of diverse voices in decision-making processes	- We have specific GEDSI objectives with dedicated resources - Our M&E system tracks outcomes for different groups - We actively consult with diverse stakeholders - Marginalised groups participate meaningfully in decision-making
<i>GEDSI Transformative</i>	Works to change underlying power dynamics and structures	- Addresses root causes of inequality - Promotes leadership from marginalised groups - Changes systems and cultural norms	- We address systemic barriers and power imbalances - Our leadership includes people from marginalised groups - We influence other organisations on GEDSI issues

Tool 3: Self-Assessment Matrix

Use this simplified matrix to rate your organisation across key dimensions.

Dimension	Level 1 GEDSI Unaware	Level 2 GEDSI Sensitive	Level 3 GEDSI Responsive	Level 4 GEDSI Transformative
Policies	No GEDSI mention	References GEDSI	Specific GEDSI objectives	Fully integrated approach
Programme design	No GEDSI analysis	Basic analysis	GEDSI-specific components	Addresses root causes
Resources	No allocation	Ad-hoc funding	Dedicated budget	Integrated in all budgets
Staff capacity	No GEDSI training	Basic awareness	Regular capacity building	Advanced expertise
Monitoring & Evaluation	No disaggregated data	Basic disaggregation	GEDSI-specific indicators	Comprehensive frameworks

Tool 4: Moving Up the GEDSI Integration Ladder

Use this tool to identify concrete steps for improving your organisation's GEDSI integration, based on your current level from the framework in Section 2.4.

From Unaware to Sensitive:

- Introduce basic GEDSI awareness training
- Begin collecting disaggregated data (data broken down by gender, age, disability status, location, and other relevant social characteristics to understand how different groups are affected differently)
- Review activities for potential harm to vulnerable groups

From Sensitive to Responsive:

- Develop specific GEDSI objectives and indicators
- Allocate dedicated resources for GEDSI activities
- Create targeted interventions for underrepresented groups
- Establish structured consultation mechanisms with marginalised groups
- Include diverse voices in decision-making processes

From Responsive to Transformative:

- Address structural barriers and root causes
- Promote leadership from marginalised groups
- Document and share evidence-based approaches

Tool 5: Format for Commitment-to-Action

Use this template to translate GEDSI principles into concrete commitments with measurable actions and accountability mechanisms.



Tool 6: Stakeholder Mapping Matrix Examples

Use this matrix to systematically analyse stakeholders through a GEDSI lens and design tailored engagement approaches for environmental initiatives.

Stakeholder Group	Environmental Expertise/Concerns	GEDSI-Specific Barriers	Current Inclusion Level	Tailored Engagement Methods
Women	Healthcare access; childcare needs; education barriers; economic inclusion; marine conservation knowledge; reef monitoring experience; fisheries post-processing expertise; eco-tourism initiatives; waste management innovations	Limited recognition of technical expertise; time constraints due to dual responsibilities; male-dominated decision forums; limited access to technology	Medium at local level; Low at policy level	Schedule consultations at convenient times; ensure equal speaking opportunities; recognise technical contributions; provide leadership opportunities
Island/Atoll Communities	Public services; internet connectivity; infrastructure gaps; local ecosystem knowledge; climate change impacts; traditional resource management; livelihood adaptation strategies	Geographic isolation; transportation costs; limited access to information; resource constraints	Low to Medium	Conduct consultations on islands; provide transportation support; use local languages; compensate for participation time; leverage local gathering practices
Persons with Disabilities	Specific vulnerability patterns; accessibility challenges in coastal areas; specialised adaptation strategies; resource access barriers; employment discrimination; transportation access; social stigma	Physical access barriers; communication challenges; attitudinal barriers; lack of accessible materials	Very Low	Ensure physically accessible venues; provide sign language interpretation; create accessibility audits; offer transportation support; use multiple communication formats
Elderly Population	Healthcare needs; social isolation; financial security; housing suitability; historical environmental knowledge; traditional conservation practices; observed changes over decades; ecosystem memory	Mobility limitations; hearing impairments; digital literacy gaps; health constraints	Medium (for men); Low (for women)	Organise accessible transportation; ensure amplification systems; conduct home visits when necessary; document oral histories; respect traditional knowledge protocols
Foreign Migrant Workers	Diverse environmental management approaches; comparative experiences; occupational exposure to environmental hazards; fair wages; healthcare access; legal documentation; remittance services; social integration	Language barriers; legal status concerns; employer restrictions on participation; power disparities	Very Low	Provide multilingual materials; conduct outreach at accessible times/locations; ensure confidentiality; offer safe participation channels; address employer concerns
Youth	Digital documentation skills; innovative conservation approaches; future-oriented perspective; intergenerational advocacy; education quality; employment prospects; mental health; recreational facilities; digital access	Not taken seriously in traditional forums; school schedule conflicts; economic pressures; limited decision authority	Low to Medium	Create youth-specific roles; schedule activities outside school hours; establish youth advisory committees; connect with school environmental programmes; use digital engagement methods

Tool 7: Practical Engagement Methods

Use this tool to select appropriate engagement methods that ensure meaningful participation of diverse stakeholders in environmental initiatives.

Method	Description	GEDSI Considerations
Community assemblies	Public meetings for information sharing and feedback	Schedule at times when women can attend; ensure venue accessibility; provide transportation for remote communities
Focus Group consultations	Targeted discussions with specific stakeholder groups	Hold separate sessions for women, elderly, or other groups who may not speak freely in mixed settings
Advisory committees	Ongoing stakeholder groups that provide input throughout the project	Ensure diverse representation with quotas if necessary; build capacity of representatives from marginalised groups
Participatory mapping	Visual documentation of community resources and challenges	Include diverse knowledge holders; use accessible methods that don't require literacy
Digital platforms	Online tools for feedback and engagement	Consider digital literacy gaps; provide alternative offline options; ensure screen reader compatibility
Community-Based Monitoring	Community involvement in environmental monitoring	Design protocols that can be implemented by diverse participants; ensure technology is accessible

Tool 8: Strategies for Enabling Participation

Use this tool to identify specific barriers and enabling strategies for meaningful participation of diverse stakeholders in environmental initiatives.

Barrier	Examples	Enabling Strategies
Geographic isolation	Dispersed island communities; In-ter-island transportation challenges	Conduct activities on multiple islands; Use digital platforms when appropriate; Budget for transportation; Decentralise decision-making
Gender norms	Restrictions on women's mobility; Male-dominated public forums	Work with local leaders to address concerns; Create separate spaces when appropriate; Highlight benefits of women's participation; Identify male allies
Communication challenges	Literacy limitations; Technical terminology; Language barriers	Use visual communication methods; Employ local facilitators; Translate materials into Dhivehi; Avoid jargon
Physical accessibility	Inaccessible buildings; Challenging coastal terrain; Limited accessible transportation	Choose accessible venues; Provide transportation support; Create virtual participation options; Modify physical environments
Economic constraints	Opportunity costs of participation; Transportation expenses	Schedule around economic activities; Provide stipends when appropriate; Cover transportation costs; Keep meetings efficient
Intersectional barriers	Multiple disadvantages experienced simultaneously (e.g., elderly women from rural islands, youth with disabilities)	Conduct targeted outreach to identify specific needs; Create tailored participation pathways; Provide comprehensive support packages; Ensure representation of diverse perspectives in planning groups

Tool 9: Accessibility Audit Template

Use this checklist to assess whether your meeting venues and activities are accessible to persons with disabilities.

Pre-Planning Check

- Ask participants:** During registration, ask if anyone has accessibility needs
- Review participant list:** Check if known participants have accessibility requirements
- Plan accordingly:** Only conduct full audit if accessibility needs are identified

Physical Access

- Entrance:** Step-free access or ramp available
- Doorways:** Minimum 80cm wide for wheelchair access
- Pathways:** Clear, level paths to meeting areas
- Parking:** Accessible parking spaces available nearby
- Toilets:** Accessible toilet facilities available
- Seating:** Space for wheelchairs and mobility aids

Communication Access

- Lighting:** Adequate lighting for lip reading
- Acoustics:** Good sound quality, minimal background noise
- Visual aids:** Large, clear fonts (minimum 16 point)
- Hearing support:** Loop system or microphones available
- Materials:** Available in accessible formats (large print, audio)

Language and Information Access

- Language:** Materials available in Dhivehi and English
- Translation:** Interpreters arranged if needed
- Signage:** Clear, visible signs with symbols
- Instructions:** Simple, jargon-free language
- Alternative formats:** Materials available in multiple formats
- Advance notice:** Accessibility information provided beforehand

Emergency Procedures

- Evacuation routes:** Accessible emergency exits identified
- Emergency information:** Available in accessible formats
- Staff training:** Team knows how to assist during emergencies

Notes Section

Record specific barriers identified and actions needed: _____
Action Required: _____
Responsible Person: _____
Timeline: _____

Tool 10: Environmental Project GEDSI Planning Steps Checklist

Use this checklist to ensure you have completed all key planning steps and to ensure all steps integrate GEDSI principles from project design through to monitoring

PLANNING STEP	COMPLETED ✓	NOTES
4.1.1 Commitment-to-Action - Vision statement developed - Specific commitments identified - Measurable actions defined - Accountability mechanisms established	<input type="checkbox"/>	
4.1.2 GEDSI Analysis and Context Assessment - Baseline GEDSI analysis completed - Problem analysis captures differentiated impacts - Initial stakeholders identified - Power dynamics assessed	<input type="checkbox"/>	
4.1.3 Stakeholder Engagement and Participation - Stakeholder mapping with GEDSI lens completed - Inclusive engagement approaches designed - Barriers to participation addressed	<input type="checkbox"/>	
4.1.4 GEDSI-Responsive Project Design - Objectives explicitly address GEDSI dimensions - Activities designed to promote inclusion - Implementation arrangements support GEDSI - Monitoring framework includes GEDSI indicators	<input type="checkbox"/>	
4.1.5 Resource Planning and Implementation Setup - Budget allocated for GEDSI activities - Human resources and capacity planned - Implementation support systems established	<input type="checkbox"/>	

Tool 11: Change Management Matrix

Use this matrix to identify appropriate implementation strategies for embedding GEDSI principles at different organisational levels.

Change Level	Examples	Implementation Strategies
Individual	Staff knowledge and attitudes; Personal biases; Technical skills	Training and mentoring; Exposure to diverse perspectives; Recognition for GEDSI champions; Individual development plans
Team	Group dynamics; Division of responsibilities; Project implementation practices	Team-based training; Diverse team composition; Collaborative goal-setting; Peer learning forums
Organisational	Policies and procedures; Resource allocation; Institutional culture	Policy development; Leadership commitment; Structural changes; Modified recruitment practices
External	Partnership approaches; Community engagement practices; Advocacy positions	Strategic alliances; Stakeholder feedback mechanisms; Knowledge sharing; Sectoral leadership

Tool 12: GEDSI Action Plan and Implementation Roadmap Sample

Use this template to translate GEDSI commitments into concrete actions with assigned responsibilities and timeframes for environmental initiatives.

Action	Responsible	Timeline	Resources	Verification	Status
Conduct GEDSI training for field staff	HR Manager & GEDSI Focal Point	Q1 (Jan-Mar)	Staff time; Training materials; Venue; External facilitator	Training reports with pre/post assessments	Completed
Establish gender-balanced community monitoring teams	Project Manager	Q2 (Apr-Jun)	Recruitment guidelines; Community hall space; Team equipment	Team composition records	In progress
Develop accessible communication materials	Communications Officer	Q2-Q3 (Apr-Sep)	Design expertise; Translation services; Multiple format production	Materials review by disability organisation	Planned
Create women's savings groups for eco-enterprises	Livelihoods Officer	Q3-Q4 (Jul-Dec)	Training curriculum; Meeting spaces; Technical advisors; Starter materials	Group formation records and meeting minutes	Not started

Tool 13: GEDSI-Responsive Budget Template

Use this template to allocate adequate financial resources for GEDSI integration across all budget categories in environmental projects.

Category	Examples	Budgeting Considerations
Staff capacity	GEDSI training; Technical assistance; Specialist hiring	Include costs for regular staff training, hiring specialised consultants when needed, and supporting GEDSI focal points with necessary resources
Inclusive participation	Transportation support; Childcare; Accessible venues; Interpretation services	Plan for island-to-island transportation, venue accessibility modifications, and support services that enable diverse participation
Targeted activities	Women's livelihood initiatives; Special access measures for disabled participants; Youth engagement programmes	Dedicate specific budget lines for activities targeting underrepresented groups
Knowledge products	Accessible materials; Translation; Visual communication tools	Allocate funds for multiple communication formats to reach diverse audiences
Monitoring, evaluation and learning	Disaggregated data collection; Participatory evaluation; Learning events	Include resources for disaggregated analysis and community feedback mechanisms

Tool 14: Capacity Development Matrix

Use this matrix to identify appropriate capacity development methods and success indicators for different staff levels in your organisation.

Capacity Level	Target Group	Development Methods	Success Indicators
Basic Awareness	All staff	Introductory workshops; Online modules; Awareness materials	Staff can articulate basic GEDSI concepts; Recognition of relevance to environmental work
Technical Application	Programme staff; Monitoring & Evaluation specialists	Hands-on training; Coaching; Peer learning	Staff competently use GEDSI analysis tools; Integration of GEDSI in work plans
Strategic Leadership	Senior managers; Team leaders	Executive briefings; Exchange visits; Case studies	Leaders champion GEDSI approaches; Resource allocation reflects priorities
Specialist Expertise	GEDSI focal points; HR staff	Advanced training; Certification programmes; Mentoring	In-depth technical knowledge; Ability to guide organisational processes

Tool 15: GEDSI Monitoring Framework with Sample Indicators

Use this framework to systematically track GEDSI progress across different types of environmental projects in the Maldives.

Indicator Type	What They Measure	Examples for Marine Protected Area (MPA) Projects	Examples for Waste Management Projects	Examples for Climate Adaptation Projects
Quantitative participation indicators	Numerical representation and inclusion across different social groups	Examples: <ul style="list-style-type: none"> • Percentage of women, youth, and persons with disabilities participating in MPA planning meetings • Representation of diverse groups in MPA management committees • Number of traditional fishing communities engaged in marine conservation 	Examples: <ul style="list-style-type: none"> • Participation rates of different social groups in waste management training • Percentage of women in waste management committees • Number of youth engaged in community recycling programmes 	Examples: <ul style="list-style-type: none"> • Representation of diverse stakeholders in early warning systems • Percentage of women and marginalised groups in climate leadership positions • Number of persons with disabilities participating in adaptation planning
Qualitative participation indicators	The quality and meaningfulness of engagement	Examples: <ul style="list-style-type: none"> • Level of influence women have in MPA decision-making • Quality of contributions from elderly knowledge holders • Extent to which diverse perspectives are reflected in MPA rules 	Examples: <ul style="list-style-type: none"> • Perceived ownership of waste initiatives among different social groups • Level of active participation in waste collection discussions • Quality of leadership by women in waste management enterprises 	Examples: <ul style="list-style-type: none"> • Degree to which marginalised voices influence adaptation strategies • Quality of engagement of traditional knowledge holders • Level of satisfaction among vulnerable groups with adaptation measures
Process indicators	How GEDSI is being integrated into project implementation	Examples: <ul style="list-style-type: none"> • Percentage of MPA budget allocated to inclusive participation • Number of gender-responsive strategies in MPA planning • Existence of disability-inclusive MPA access provisions • Perception of how inclusive engagement has been 	Examples: <ul style="list-style-type: none"> • Percentage of waste management budget allocated to GEDSI activities • Number of gender-sensitive waste collection protocols • Existence of women-focused recycling enterprises 	Examples: <ul style="list-style-type: none"> • Inclusion of gender-specific vulnerabilities in adaptation documents • Resources allocated for accessibility in climate-resilient infrastructure • Number of inclusive community consultations held
Outcome indicators	Changes resulting from project interventions	Examples: <ul style="list-style-type: none"> • Changes in income for women from MPA-related tourism • Improved access to marine resources for marginalised groups • Increased skills among women in marine conservation 	Examples: <ul style="list-style-type: none"> • Distribution of economic benefits from recycling across social groups • Changes in time burden for women from waste practices • Income generated for vulnerable groups through waste-to-wealth 	Examples: <ul style="list-style-type: none"> • Changes in disaster preparedness knowledge among vulnerable groups • Equitable access to climate-resilient technologies • Reduced climate vulnerability for female-headed households

Indicator Type	What They Measure	Examples for Marine Protected Area (MPA) Projects	Examples for Waste Management Projects	Examples for Climate Adaptation Projects
Transformative indicators	Shifts in power dynamics, norms, and structures	Examples: • Changes in decision-making norms in marine resource management • Women's leadership in previously male-dominated conservation roles • Adoption of inclusive MPA governance policies	Examples: • Transformation of gender roles in waste management • Recognition of waste work as valuable environmental service • Women-led innovations in waste management systems	Examples: • Changes in perceptions of who can lead climate action • Institutionalisation of inclusive disaster response protocols • Recognition of traditional knowledge in formal adaptation strategies
Economic indicators	Economic impacts and benefits distribution	Examples: • Distribution of MPA-related employment across social groups • Access to credit for women in marine tourism enterprises • Financial benefits of conservation for different community segments	Examples: • Income from recycling for women and marginalised groups • Percentage of women in leadership positions in waste businesses • Value of waste-to-wealth products created by vulnerable groups	Examples: • Level of access to climate finance for women-led initiatives • Economic resilience of vulnerable households after adaptation • Fair compensation for traditional knowledge contributions
Knowledge and capacity indicators	Changes in awareness, skills, and practices	Examples: • Recognition of women's ecological knowledge in MPA design • Skills developed among youth for marine monitoring • Knowledge exchange between scientific and traditional systems	Examples: • Awareness of proper waste management across social groups • Skills developed by women in waste processing technologies • Application of training in household waste practices	Examples: • Climate literacy levels among different community segments • Traditional adaptation knowledge documented and applied • Capacity of vulnerable groups to implement adaptation measures
Safety and wellbeing indicators	Impacts on physical and social wellbeing	Examples: • Safety provisions for women collecting marine resources • Psychological benefits of conservation participation • Reduction in resource-related conflicts between groups	Examples: • Health impacts of improved waste management for caregivers • Safety provisions for waste collectors • Reduced environmental health risks for vulnerable groups	Examples: • Accessibility of emergency shelters for all community members • Gender-sensitive evacuation procedures • Psychosocial support available during climate disasters

Tool 16: Data Collection Tools and Methodologies

Use this tool to select and adapt data collection approaches that capture GEDSI-related information effectively and ethically.

Approach	Description	GEDSI Considerations Examples
Community-led data collection	Community members collect data using tools they help design	<ul style="list-style-type: none"> • Ensure diverse representation among data collectors • Provide training that accommodates different literacy levels and abilities • Compensate participants fairly for their time
Participatory scoring	Communities rank or score project performance against agreed indicators	<ul style="list-style-type: none"> • Create separate spaces for different groups when cultural norms limit open discussion • Use visual methods that work across literacy levels • Ensure scoring criteria reflect diverse priorities
Most Significant Change	Community members identify and document the most important changes resulting from the project	<ul style="list-style-type: none"> • Provide multiple channels for sharing stories (verbal, written, visual) • Ensure stories from marginalised groups are given equal weight • Use local languages and culturally appropriate communication methods
Participatory reflection meetings	Regular collective reflection on progress, challenges, and learning	<ul style="list-style-type: none"> • Schedule at times that accommodate women's domestic responsibilities • Create safe spaces for honest feedback • Use facilitation techniques that encourage participation from quieter voices
Citizen science	Community members monitor environmental conditions using simplified scientific methods	<ul style="list-style-type: none"> • Design data collection protocols suitable for different abilities • Include traditional ecological knowledge alongside scientific data • Make technology accessible across digital literacy levels

Tool 17: Community-Led Data Collection Sample

Use this template when training community members to collect project data themselves. Adapt columns based on your specific project needs.

Data Point	Information Needed	Who Collects	When	Method
Women's participation in meetings	Number attending, speaking time. Perceptions of fairness/ inclusivity	Community volunteers	Monthly	Head count, observation
Access to resources	Who uses what resources, barriers faced	Local monitors	Quarterly	Household visits
Environmental changes	What changes observed, impacts on different groups	Community members	Ongoing	Photo documentation, notes

Tool 18: Participatory Scoring Sample

Use this template to gather different groups' perspectives on project performance. Conduct separate sessions for different social groups, then compare results.

Criteria	Women's Score	Men's Score	Youth Score	Elderly Score	Overall Average
Access to clean water					
Participation in decisions					
Benefit from project					
Safety during activities					

Instructions: Rate each item from 1 (very poor) to 5 (excellent)

Note: Add additional criteria relevant to your specific project, such as:

- Skills development opportunities
- Environmental awareness improvement
- Income generation
- Community cooperation
- Resource management effectiveness

Tool 19: Most Significant Change Sample

Use this template to capture community members' stories about project impacts. Collect multiple stories to understand different perspectives.

Question: What is the most important change you have seen from this environmental project?

Respondent Details	Most Significant Change	Why Important	Who Benefits	Evidence
Name:				
Sex:				
Age group:				
Location:				

Tool 20: GEDSI Impact Assessment Questionnaire Sample

Use this questionnaire to systematically assess how your environmental project affects different social groups. Administer to diverse community members and analyse responses by gender, age, and other relevant factors.

Section A: Participation

1. How often do you participate in project activities? (Daily/Weekly/Monthly/Never)
2. Do you feel your voice is heard in project meetings? (Always/Sometimes/Never)
3. What prevents you from participating more? (List barriers)

Section B: Benefits

4. How has this project affected your household? (Much better/Better/Same/Worse)
5. What specific benefits have you received? (Income/Skills/Resources/Other)
6. Are benefits shared fairly in your community? (Yes/No/Unsure)

Section C: Decision-Making

7. Do you influence project decisions? (Always/Sometimes/Never)
8. Who makes most decisions about the project in your community?
9. How could your participation be improved?

Respondent Information:

- Gender: M/F
- Age: Under 25/25-40/40-60/Over 60
- Disability: Yes/No
- Location:

Tool 21: Adaptation Strategies Based on Learning

Use this tool to identify specific changes needed to improve GEDSI outcomes based on monitoring findings.

Learning Finding	Adaptation Strategies Examples	Implementation Considerations Examples
Women's participation remains low despite targeted outreach	Examples: • Change meeting times to accommodate household responsibilities • Provide childcare during project activities • Work with male family members to build support for women's participation • Create women-only activities as an entry point	• Consult with women about preferred times and locations • Budget specifically for inclusion support costs • Involve respected community members as champions • Monitor for unintended consequences such as increased workload
Persons with disabilities face barriers to engagement	Examples: • Conduct accessibility audit of project locations and materials • Partner with disabled persons' organisations for guidance • Allocate budget for reasonable accommodations • Modify activities to ensure inclusivity	• Consider multiple types of disabilities in planning • Train staff on disability inclusion principles • Create disability-specific indicators to track progress • Document and share successful accommodation approaches
Benefits are not reaching the most vulnerable households	Examples: • Revise benefit distribution mechanisms based on vulnerability assessment • Create targeted opportunities for marginalised groups • Establish monitoring system specifically tracking benefit distribution • Work with community leaders to address exclusion	• Use multiple criteria to identify vulnerable households • Balance targeted and universal approaches • Address root causes of exclusion, not just symptoms • Ensure transparency in resource allocation decisions
Traditional ecological knowledge is being undervalued	Examples: • Create specific mechanisms to document and incorporate traditional knowledge • Recognise knowledge holders through formal roles • Ensure scientific and traditional knowledge are given equal weight • Train team members on respecting diverse knowledge systems	• Develop protocols for ethical knowledge documentation • Ensure proper attribution and intellectual property rights • Create forums where different knowledge systems can be discussed equally • Monitor integration of traditional knowledge in decision-making

