



The Director-General



Secretary General

Gender Action Plan III – 2021-2025 Country Level Implementation Plan – CLIP *Belize*

1. Context for EU action gender equality and women's empowerment in the country

With a population of 441,714 inhabitants at the end of 2022,¹ Belize has the lowest population density in Central America and about half of the population is under 25-years-old and resides in rural areas. The Belizean population is a mix of diverse origins composed of Mestizos (majority), Krioles (25%), Mayans (11%) and Garifuna (6%), and about 4% of the population are German-speaking Mennonites.

Belize is a full participating member of the United Nations, Commonwealth of Nations, Organization of American States (OAS), Central American Integration System (SICA), Caribbean Community (CARICOM), CARICOM Single Market and Economy (CSME), Organisation of African, Caribbean and Pacific States (OACPS), Association of Caribbean States (ACS), and the Caribbean Court of Justice (CCJ).

The UN Common Country Analysis For Belize (2022), points out that the pattern of exclusion for girls and women are linked to factors such as age, place of residence, sex, gender (the LGBTIQ+ community), health status (people living with HIV) and minority or marginalized status, including people with disabilities.

Belize still ranks 96th out of 146 countries in the 2022 Global Gender Gap Index, and 21st out of 22 in the Latin America and Caribbean region. The Gender Inequality Index² (GII) for 2021, produced by UNDP, puts Belize in the position 86 out of 140 Countries. The rating assigned is 0,364, compared with the average value for the world of 0,465 (with lower values meaning lower inequality), and 0,381 for Latin America and the Caribbean. This means that Belize presents a positive situation, compared with other countries. Nevertheless, there are some situations that can be improved. For instance, while the data related to access to education shows a higher female presence in education³ than men, this isn't coherent with the data related with access to jobs. The major gap for women and men remains the difference in their participation rate in the labour force with men at 73.4% and women at 44.4%⁴. Although more women are obtaining secondary or higher level education, this is not translating into lower unemployment or higher positions for women in the labour force. 80% of the people employed in the service sector are

¹ Data from the Statistical Institute of Belize, 2022.

² <https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

³ 79.5% of girls and 73.6% of boys complete lower secondary school in Belize as of 2021 data.

<https://genderdata.worldbank.org/countries/belize/>

⁴ Same as above.

women, but a high percentage work in the informal economy⁵. Belize scored 50 out of 100 on the pay indicator of the Women, Business and the Law 2022 Index, highlighting that women earn about 50 percent of what men earn⁶.

Belize's Marriage Amendment Act of 2005 sets the legal minimum age of marriage at 18 years, but the Act allows both boys and girls to be married as early as 16 years of age with parental consent or the permission of legal guardians or judicial authorities.⁷ According to UNICEF's 2023 Belize Gender Analysis, for the period 2015-2016 among women aged 20-49 years, the proportion of women who married before the age of 15 was 5.9 percent, compared to 3.8 percent for men and the proportion of women aged 20-49 who marriage before he age of 18 was 29.0 percent, compared to 16.3 percent for men.

Belize's social structure is marked by persistent inequalities: women face barriers to socio-economic empowerment and are the main victims of gender-based violence (GBV). There is a lack of population-based survey and prevalence data on violence against women and girls (VAWG) in all forms, including intimate partner and non-partner violence, and sexual harassment, stalking and online sexual coercion and extortion⁸. VAWG administrative data, including data on VAWG survivors who access essential services and justice is also lacking⁹. Poverty and gender intersect and affect individuals' conditions in education, health, community life, and family life. There is chronic intergenerational poverty, reinforced by the low levels of literacy and skills, and the lack of access to land and to social services.

Sex trafficking, particularly concerning young migrants, is a concern. Trafficking victims for sex work or forced domestic work originate mainly from Central American countries as well as Cuba, Haiti, Brazil and Asian countries. Often they are persons who have migrated to Belize or are transit through Belize en route to the United States of American (USA). The government has made important efforts to eliminate human trafficking but the US Department of State maintains the minimum standards for the elimination of human trafficking are not yet met, thereby placing Belize on the Tier 2¹⁰. The Commercial Sexual Exploitation of Children (Prohibition) Act and the Anti-Trafficking in Persons (Prohibition) Act of 2013 are also not in compliance with international standards¹¹.

The **Ministry of Human Development, Families and Indigenous People** places significant emphasis on addressing gender-related issues and provides various social assistance programmes to support women in different vulnerable situations. Since its inception the EU funded Spotlight Initiative, which ends in December 2023, has been the only gender focused large scale initiative supported by a development partner in the country.

The **National Women's Commission**¹², funded in 1982 as a national advisory body on gender-related issues became a Statutory body in 2022 under the Ministry of Human Development, Families and Indigenous People, is in charge of coordinating all national efforts relating to advancing the national gender policy. Among others, it focuses on advising on policy

⁵ Statistical Yearbook 2022 edition. Department of economic and Social Affairs, Statistics Division.

⁶ UNICEF Belize (2023) Belize Gender Analysis.

⁷ In 2005, the parental consent age of marriage was increased to 16 years from 15 years; see Government of Belize (2020). *Road Map to End Child Marriage & Early Unions in Belize*. UNFPA, NCFC, UNICEF: Belize City, Belize, pp 13-14.

⁸ Belize Gender Analysis, UNICEF Belize, 2024. A draft was consulted as the final version was not yet available in November 2023.

⁹ Same as above.

¹⁰ Belize Gender Analysis, UNICEF Belize, 2024. A draft was consulted as the final version was not yet available in November 2023.

¹¹ Same as above.

¹² <https://www.nwcbelize.org/>

development and legal reform, addresses the issue of domestic violence through both prevention and response actions, and provides resources to support victims.

In addition to the NWC, since 1999, the **National Committee for Families and Children (NCFC)** has operated as a statutory body responsible for promoting, monitoring, and evaluating the implementation of the Children's Rights Convention.¹³ Its role has been pivotal in the passage of amendments to the Criminal Code that protect boys and girls from rape, and have introduced legislation to better protect women and children from human trafficking¹⁴.

Only one in 17 cabinet Ministers is a woman¹⁵ and only 19.6 percent of parliamentary seats are held by women¹⁶. A Women's Parliamentary Caucus (WPC) was established in 2022¹⁷. As a space for women Parliamentarians from different political parties, its role is to advocate for policy and legislative priorities for women. Through the Spotlight Initiative, the EU supported the WPC Strategic Plan development and a series of retreats.

Organisations active in gender issues exist, both at national and district level. Nevertheless, they are mainly NGOs and CSOs and private initiatives providing services to women including among others in kind support, skills trainings, activities on sexual and reproductive health rights, psychosocial assistance. Within the social movements, the feminist movement appears lacking in strength and articulation and no specific women's movement active presently in country can be identified.

Mayan women face limitations in their participation in social and economic life as many women from Maya indigenous communities do not have identity documents. In some cases, they do not even have birth certificates. This condition prevents them from opening a bank account, accessing basic services (health, education, etc.), setting up a business initiative or a civil society organisation.

LGBTIQ+ population: social prejudice and stigma towards LGBTIQ+ people remains in all social and political spaces. This is fostered by the position of many churches, with a very conservative approach. There are several documented cases of incidents of violence and threats against homosexual people, as well as a tendency to unjustified arrests or checks by police forces. The Yogyakarta principles¹⁸ are formally included in the normative, but little enforced. The organisations that operate on a regular basis are very few (3) and generally work in isolation, which does not help to position their voice in the environment.

The **National Gender Policy** and the **National Sexual and Gender Based Violence Action Plan** were revised with EU support through the Spotlight Initiative in 2023, and Cabinet papers were prepared and submitted however as of end of November 2023 are not yet endorsed by Cabinet. The EU also supported the review of the **Domestic Violence Act**, however its amendment is pending.

¹³.

¹⁴ Belize Gender Analysis, UNICEF Belize, 2024. A draft was consulted as the final version was not yet available in November 2023.

¹⁵ The Minister of Human Development, Families & Indigenous People's Affairs.

¹⁶ Belize Gender Analysis, UNICEF Belize, 2024. A draft was consulted as the final version was not yet available in November 2023

¹⁷ Belize National Assembly establishes Women Parliamentarians Caucus, Commonwealth Parliamentary Association, [Belize National Assembly establishes Women Parliamentarians Caucus \(cpahq.org\)](https://cpahq.org/)

¹⁸ <https://yogyakartaprinciples.org/>

An **Equal Opportunities Bill** was introduced in January 2020 to the public and has been stalled since September that year¹⁹. The bill seeks to promote equal opportunities and to address discrimination, stigma and violence however it was met with overall resistance from many churches and members of the public because perceived as strongly associated with an international LGBTIQ advocacy agenda.

Through the Spotlight Initiative the EU also supported the gender review of three sector plans including justice, education and social Sectors.

On August 10, 2016, the Supreme Court of Belize declared unconstitutional the country's colonial era anti sodomy law following a lawsuit by a prominent Belizean human rights defender who argued it violated constitutional rights.

A Comprehensive Gender Analysis was supported through the Spotlight Initiative in 2023 and is being finalized at the time of this reporting and informed the CLIP update.

In addition to the official reports, CSOs working for the LGBTIQ+ population and an indigenous rights CSOs have submitted shadow reports to the upcoming Universal Periodic Review for Belize Mayan organisations shadow documents were prepared to be presented in the framework of the UPR 2023 process. In the last UPR in 2018, Belize received 115 recommendations (90 accepted, 25 noted). 23 of them were related to discrimination and inequality (10 specifically directed to LGBTIQ+ people).

A **Roadmap for EU engagement with civil society in Belize** was developed through a consultative process in the course of 2023, described further below in the CLIP. The Roadmap intersects with elements related to:

1. Women in all their diversity influencing decision-making processes on environmental conservation and climate change policies and actors: The Roadmap aims to empower and facilitate the participation of women, including those from diverse backgrounds, in decision-making processes related to environmental conservation and climate change.
2. Women, men, girls, and boys, in all their diversities, fully enjoying and exercising their equal economic, labour, and social rights: The Roadmap strives to promote gender equality and ensure equal rights and opportunities for all individuals, regardless of gender or age.

The Roadmap highlighted the needs to promote an intersectional analysis related to indigenous women and their level of participation in consultation and decision-making spaces. Furthermore, it pointed out that economic empowerment is the issue of greatest concern for women and discrimination against women in relation to their labour rights and access to employment is an issue of high importance for the future.

Some of the achievements linked to gender issues in Belize were made possible thanks to the **Spotlight Initiative** and are worth highlighting in the context of the CLIP:

- The programme helped advance the adoption and/or revision and reform of key legal acts and policies for the country. Policy frameworks and National plans on GBV have been strengthened through the evaluation and revision of the National Gender Based Violence Action Plan (NGBVAP) and the National Gender Policy (NGP).
- The capacity of the security forces to respond to VAWG has increased through the development of a Joint Sexual Violence Programme with action plan.

¹⁹ <https://www.pressoffice.gov.bz/cabinet-will-not-table-equal-opportunities-bill/>

- Capacity of 10 institutions (78 service providers) from the essential service sectors for GBV response (health, justice and policing, social services and coordination and governance of coordination) was strengthened to develop prevention and response programmes for ending sexual violence.
- Capacity of the judiciary has been strengthened to address family law cases with emphasis on justice for women and men, boys and girls in geographic areas without a family court (42 personnel + IT Infrastructure).
- National and District Gender and GBV Committees (over 60 individual representing some 25 organizations) have increased capacity and strategic plans in place
- Gender Transformative trainings were conducted for 45 Gender Focal Points.
- Social Work Force Strengthening: training modules were developed and 52 frontline social workers and case managers trained as trainers.
- A training for teachers on Mandatory Reporting of child abuse, neglect and human trafficking was institutionalized, with over 3000 teachers trained on their responsibilities²⁰.
- Institutional capacity of 10 private sector institutions to develop strategies, plans and programmes and respond to violence against women and girls (VAWG) was also strengthened through the introduction of a “Gender Equality and Diversity Seal”.
- Over 1800 faith-based leaders, community leaders, including indigenous leaders and women mobilizers trained to implement interventions to address the root causes of family violence resulting in an expansion of support and services available to women and girls at the community level and capacity for community led prevention interventions.
- 4 key national guidelines or protocols for essential services that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination have been developed or strengthened.
- A Social and Behaviour Change strategy and Campaign were developed and rolled out by the National Women’s Commission in partnership with CSOs.
- Mobile centres offering services to women focused on prevention and response to GBV were developed and service delivery options were institutionalized by the government and will be sustained after the end of the Spotlight Initiative.
- GBV information systems were strengthened to increase capacity for data collection, case management and reporting on VAWG. Furthermore, the harmonization of the GBV information system, was supported to both fulfil the role of a statistical M&E system as well as a comprehensive case management system, that captures important aspects of each case from first report through to case closure (i.e. GBV Surveillance, Court System etc.). Capacity of service providers was built in the use of the GBV information system.
- Belize now has access to globally comparable data on VAWG through the completion of a comprehensive baseline study.

The national process of finalizing and rolling out an essential package of services and establishment of an effective referral pathway (including in emergency settings) for Belize based on International Standards including for underserved groups, was supported towards the end of the implementation of the Spotlight Initiative country programme however the programme focused mainly on the framework and building interagency cooperation but there were insufficient funds to roll out proper implementation of the essential package of services for victims. There were also no funds to support safe havens for survivors.

The gender perspective is a key and complex element when embedded in a traditional patriarchal gender system, where gender roles are often traditionally projected and accepted. Mainstreaming a human rights based approach, gender equality and non-discrimination is key.

²⁰ <https://www.spotlightinitiative.org/news/belize-teacher-training-makes-schools-safer-children>

Addressing the gender divide but also transgenerational issues between young and old is essential. These issues will be taken into account under the MIP 2021-2027 programming in Belize.

Analytical basis for the CLIP

The analytical basis for the country level implementation plan included among others the country Gender Analysis produced by UNICEF in 2023²¹, the EU Gender Analysis²², the Annual Report 2022 from the ongoing Spotlight Initiative in Belize and the UN Common Country Analysis 2022 and additional documentation.

Consultation with stakeholders

The CLIP was updated drawing information emerging from consultations held with stakeholders during the development of the Roadmap for EU engagement with Civil Society in Belize and the Mid-term review (MTR) of the NIP exercise, which were held between June and September 2023. Three regional CSO consultations and a national workshop were organized as part of the Roadmap development process. A series of focus group discussions and meetings were also held in the process of the roadmap development and MTR. Consulted stakeholders include national authorities, civil society actors working on women's rights, international organizations and development partners. It should be highlighted that the EU only maintains presence in Belize with a technical office, which depends on the Delegation in Kingston, Jamaica and there are no EU Member States in the country, which reduces the possibilities to cooperate and produce synergies. Accordingly, EU Member States could not be consulted as part of the exercise.

2. Selected thematic areas of engagement and objectives

Between January 2021 and September 2023, of the initial allocation for Belize for the period 2021-2024 (€17 million), the following has been committed:

- AAP 2021 Cooperation Facility, € 1 million.
- AAP 2023 Reduce Inequality and Enhance the Sustainable Management of the Southern and Western Regions of Belize, € 10.3 million from MIP Belize.

The latter covers the following:

- the two Priority Areas of the MIP for Belize 1) Border Management and Security 2) Green Growth and Economic Social Development,
- a joint action with the EU Delegation to Guatemala, to support the special mandate of the OAS in the Belize-Guatemala Adjacency Zone and the continuation of confidence building measures and mediation between Belize and Guatemala while awaiting the outcome of the pending ruling on the territorial differendum by the International Court of Justice, anticipated for 2025.
- An allocation for the regional initiative the “Five Great Forests of Mesoamerica”.
- Actions funded by the European Fund for Sustainable Development (EFSD+), to which the Belize MIP contributes with € 4.8 million, will be complementary to AAP 2023.

Blending operations and guarantees will support investment in relevant strategic sectors for Belize (digital for small businesses, access to small infrastructure and credit), as part of the

²¹ As of 30 November 2023 the official report is yet to be released by the UN in Belize however a draft report was made available to the EU while updating the CLIP.

²² May 2019.

Global Gateway Investment Agenda for Belize. To deliver on these goals, the EU will partner with relevant IFIs and local financial institutions in Belize.

The AAP 2023 action *Reduce Inequality and Enhance the Sustainable Management of the Southern and Western Regions of Belize* contributes to achieving the GAP III target. It contributes directly to promoting gender equality as a significant objective.

The **overall objective** of the Action across the two priorities areas is **to reduce inequality** and enhance the sustainable management of the southern and western regions of Belize. The two specific objectives are (1) **promoting inclusive development, with particular regard to women**, youth and indigenous people, based on a green growth model and a territorial approach (shared responsibility across levels of government) and (2) increasing border.

Project activities with a particular gender dimension focus on promoting women economic empowerment, including to grasp green and digital opportunities, particularly: (i) community based skills development activities will promote girls' and women's participation both in the young farmers output and for the community-based facilitators, involving women more in leadership, community governance and decision-making processes; (ii) direct involvement of women networks and groups during Local Development Planning and implementation, with women and youth being part of the Local Action Groups; promotion of women run/managed/based green income generating activities, enhancing women's entrepreneurship; and (iv) gender-sensitive curricula will be developed and delivered for Integrated Border Management inter-agency training, and developing Standard Operation Protocols for joint patrol teams. Gender mainstreaming in border operations will be enhanced through training of border personnel on vulnerability identification, gender and human rights considering border dynamics. Furthermore, focal points for gender-related issues and awareness raising will be introduced at the level of the border and security agencies at border crossing points. In the design of the IBM intervention, consultations with local women, men and youth to improve understanding of their gendered security concerns will be undertaken. Overall, the intervention focusing on border management and security is expected to promote a more gender responsive inter-agency system and contribute to gender sensitive mainstreaming within border patrol teams.

The overall programme will promote gender equality, women and girls' human rights and participation through gender mainstreaming into the planning, assessment, implementation and monitoring and evaluation of all activities. A sectoral gender analysis will be implemented for each of the two components at the inception of the respective interventions to gather precise baseline data, stakeholder analysis, inform the design and ensure the interventions adopts a "do not harm approach," including the definition of appropriate gender responsive targets and indicators.

Beneficiary identification and targeting for the components on green growth and socio-economic development will target particularly women-led businesses and MSMEs employing women. Involvement of local civil society organisations with special technical expertise on gender will be ensured in the design of the future projects that will be developed under this Action in collaboration with the EU implementing partners. Local producers' groups, **women and youth organizations**, indigenous representative organizations and other local CSOs including disability organisations will play an important role in the consultation process and implementation of territorial and local development planning, in service delivery, to ensure full inclusion of all populations including young people, persons living with disabilities, women,

and indigenous groups. The programme will develop a gender-sensitive local development approach and gender inclusive financing.

The consultations will strive to promote and ensure the participation and voice of women, including more vulnerable groups such as widows, single headed households, women, the elderly and young women, LGBTIQ+ persons and persons with disabilities.

The Community based skills development activities will promote women's participation and the Local Development Activities will empower women to participate in leadership and community governance. During Local development planning and implementation, women groups and networks will be part of the consulted groups, enhancing women's participation in decision-making, planning and access to economic, livelihood, training and credit opportunities.

3. Targeted action(s) supporting gender equality and women's empowerment

EUD had held a strong position as the key development partner in Belize supporting the women and gender rights agenda, thanks to the Spotlight Initiative to eliminate violence against women and girls country programme, implemented through UNDP, UNFPA, UNICEF, which will be concluded in December 2023. Under the Spotlight Initiative country programme 11 CSOs collaborated as subcontractors reaching vulnerable populations.

In parallel to the Spotlight Initiative country programme, between December 2019 and February 2023 an EU funded project through the European Instrument for Democracy and Human Rights (EIDHR) focused on indigenous women, entitled *Promoting and protecting the economic, social, and cultural rights of Maya women in Belize* was implemented by the local the Sarstoon - Temash Institute for Indigenous Management (SATIIM).

The end of the Spotlight Initiative country programme leaves a substantial gap of engagement on women's rights and particularly the sexual and gender based violence agenda, which so far is not substantially addressed through any gender focused programme by other development partners in country. EUD's model for support moving forward will focus on gender mainstreaming of the two focal sectors under the MIP coupled with a targeted provision of support from the global envelopes. In particular, the Delegation will explore the opportunity of developing a G2 action under the Thematic Programme for Human Rights and Democracy through the future 2025-2026²³ country allocation to support the national gender machinery. In particular the potential action would support the National Women's Commission (NWC), statutory body under the Ministry of Human Development, Families and Indigenous People. The NWC has been a key partner under the Spotlight Initiative country programme and holds the key mandate of the implementation of the National Gender Policy and the National Gender Based Violence Action Plan. The Action would build on the lessons learnt and results of the Spotlight Initiative Country Programme, and ensure the EU remains associated to the fight against gender based violence in Belize. The budget allocation for the project will be determined once the country envelope under the thematic programme will be known. The thematic focus of the action will be:

- Combating all forms of sexual and gender-based violence against women and girls, including social norms and harmful practices.

²³ As there is no 2024 allocation for Belize under either thematic programme.

- Promoting gender equality and combating discrimination in law and in practice.

4. Engage in dialogue for gender equality and women empowerment

Throughout the implementation of the Spotlight Initiative country programme, EUD has substantial opportunity to engage in policy dialogue through the national steering committee meetings chaired at Minister level. With the end of the Spotlight Initiative there will be reduced opportunity to engage in policy dialogue in the near future at sectoral level.

EUD will continue to pursue an annual political dialogue with the government of Belize through Article 8 Dialogue. Human rights, including gender issues, will be covered in the dialogue.

In 2023 three regional consultations were conducted in the Northern, Southern, and Central areas of Belize (Orange Walk, Punta Gorda and Belize City respectively) with the aim of enhancing the participation of Civil Society Organisations (CSOs) from diverse regions. A total of 105 CSOs from across the country were invited to participate, and 27 CSOs actively took part in all three regional consultations. Subsequently, a national meeting was organized to share and validate the outcomes of the regional meetings. This final meeting saw the participation of 28 representatives from CSOs, including those whose programming targets women.

Thanks to the consultation process, a relationship of trust has been created/ strengthened with the EU. Dialogue on gender equality and women's empowerment is foreseen to continue in the framework of the Roadmap implementation. The Roadmap will be officially launched in February 2024 and thereafter an annual structured dialogue with CSOs is foreseen including CSOs focused on women's rights and LGBTIQ+ and protection and covering issues related to gender.

The EU will encourage the inclusion of civil society in existing spaces for dialogue between the State and international agencies such as the Development Partners' Forum established and convened for the first time in May 2022 by the Government. The participation of representatives from various civil society sectors can significantly contribute to the discussions on development policies and cooperation strategies.

5. Outreach and other communication / public diplomacy activities

For the period 2021 – 2025, the EUD will continue to optimize the opportunities to share messages in support of gender equality and women empowerment and human rights on international days of greatest significance. Annually the EUD marks in its public communications two key international events: International women's day (IWD) on 8 March and the 16 day campaign against violence against women from 25 November, International day against violence against women and ends and 10 December, Human Rights day. Where possible the EUD participates in relevant joint communication initiatives with the UN family. No EU MS are present in country so there are obvious limitations to joint communication and public diplomacy actions.

In 2022 a local social media campaign focusing on the 16 days of Activism against violence against women was organized by the EUD in Belize. Between November and December 2023 the EUD launched a local campaign in Belize dubbed #EUandU. In the framework of this campaign several thematic areas were highlighted including the EU support to the fight against GBV. A video story and an article were produced:

<https://www.facebook.com/EUinBelize/videos/1018915422658189/>

https://www.eeas.europa.eu/delegations/jamaica/shining-light-spotlight-initiative%E2%80%99s-mobile-clinics-belize_en

During the Spotlight Initiative the EU was a key speaker in many high level events and dialogues on gender issues and in November 2023 the EU was a key speaker in a launch event organized by the National Women's Commission to launch mark the 16 day campaign and also participated in a march in the streets of Belize City with government and CSO partners and members of the public.

In the course of 2022 and 2023, under the Spotlight Initiative Country programme the EU supported the development of a National Social Behaviour Change Communication Strategy focused on gender equality and GBV and related communication campaign, which was rolled out by the National Women's Commission in the last quarter of 2023. The EU was associated to milestone activities in the implementation of the campaign.

6. Technical Facility and/or financial resources allocated to support GAP III implementation

Gender mainstreaming capacity may be mobilized based on need for implementation of the key programmes under the MIP. Sector specific gender analysis are planned under the two priorities areas of the MIP to be undertaken at the inception of the programmes under the two actions to gather precise baseline data, stakeholder analysis, inform the design and ensure the interventions adopts a “do not harm approach”, including the definition of appropriate gender responsive targets and indicators. Accordingly, TCF allocations will not be necessary for the EUD to directly procure gender analysis studies.

A new gender focused project will be devised as mentioned above under the Thematic Programme for Human Rights and Democracy.

Date: 30/11/2023

Signature by Head of Delegation Marianne Vian Steen: E-signed