

**Gender Action Plan III – 2021-2025**  
**Country Level Implementation Plan – CLIP**  
**United Arab Emirates**

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

**General context:** The government of the UAE has during the last decade worked purposely to promote gender equality and women’s empowerment. The General Women’s Union launched the National Strategy for Empowerment of Emirati Women for the years 2015-2021, which provides a framework for all federal and local government entities, private sector, as well as social organisations.

The establishment of the Gender Balance Council in 2015 has played a significant role in implementing the strategy and reducing the gender gap across all sectors. The Council is mandated to achieve gender balance in decision-making positions, and while there are still significant gaps in terms of decision-making on the highest level, the UAE remains one of the most advanced in the MENA region in this regard. To-date nine out of the thirty-five members of the Government are women (over 25%). The Gender Balance Council is also responsible for overseeing the implementation of best practices and processes and ensure that federal institutions achieve gender balance targets.

Furthermore, the UAE has made a series of reforms to a broad range of legal areas, including, family, civil and criminal law. Such reforms include the introduction of quotas and gender parity laws to:<sup>1</sup>

- Strengthen women’s leadership - e.g. a 50% quota for women representation in the Federal National Council (FNC) and women’s representation in the boards of federal entities and institutions.
- Combat discrimination in the workplace - e.g. prohibition against the termination of contracts because of pregnancy; equal pay for work of equal value across different industries and sectors.
- Increase gender equality by supporting women’s participation on the labour market - e.g. by increasing paid maternity leave (2017) and for the first time in the region introducing paid parental leave for employees in the private sector i.e. five day parental leave for fathers (2021).
- Increase gender equality in personal status laws by limiting the scope of male guardianship – e.g. the removal of the provision on women’s obligation to obey her husbands, lifting restrictions on women’s ability to work, obtain a passport and travel outside the country etc.
- Increase protections against sexual and gender-based violence (SGBV) – e.g. lifting certain discriminatory laws, including laws that provide mitigating circumstances for so called honour crimes (such reforms fit within the framework of the Family Protection Policy from 2019). The UAE has also made significant efforts to meet the minimum standards for the elimination of human trafficking, including the establishment of a national committee and action plan.
- Increase women representation in decision making bodies; in 2021 the Securities and Commodities Authority (SCA) issued a resolution to stipulate that all listed UAE companies need to have at least one female board director.
- Reduce the gender pay gap; in September 2020 a new law has been introduced to provide for equal pay for men and women in the private sector, the first legislation of its kind in the region.
- Facilitate women access to finance; in 2019 the UAE Central Bank issued a notice requiring banks and other financial institutions to provide services to their individuals and business-owner customers, from both genders, equally with no discrimination.

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<sup>1</sup> For information on key legislation <http://www.gbc.gov.ae/legislations.html>

The Gender Balance Council is also mandated to enhance the UAE's ranking in global competitiveness reports on gender equality. As a result, the UAE has in recent years topped international rankings in the MENA region in terms of gender equality – a fact that reflects the government's intention to position itself as a gender equality leader in the region. While national data on the gender equality situation is lacking, recent indexes and studies provide a snapshot on the UAE position globally and regionally.

In 2020 the UAE was ranked 18th globally and 1st regionally in the Gender Inequality Index (GII) of the United Nations Development Programme's Human Development Report 2020. It advanced eight positions from its previous rank of 26 in 2019. The World Bank's Women, Business and the Law 2021 study reported a marked improvement in the UAE's overall score from 30 /100 points in 2019 to 82.5 /100 points in 2021.

The UAE ranks second overall in the MENA region (after Israel) in the World Economic Forum's Global Gender Gap Report 2021<sup>2</sup>. It is listed amongst the 5 most-improved countries in the world across all indicators<sup>3</sup> having advanced 48 ranks in just one year (from the 120th rank to the 72nd globally) and having closed 71.6% of its gender gaps to date. The UAE also features amongst the most improved countries in reducing the gender gap in parliament and is the only country in the MENA region among the top 25 countries globally in the 'Political Empowerment' sub-index. According to the report the UAE obtained top scores on 4 sub-indicators; two pertaining to education attainment (literacy rate and enrolment in primary education); one on health and survival (sex ratio at birth) and one on political empowerment (women in parliament).

The UAE's engagement in support of gender equality and gender empowerment is also reflected by their priorities in multilateral settings, including at UNGA. Ahead of their seat in the Security Council 2022-2023, the UAE has signalled that the Women Peace and Security agenda (WPS) will be one of the governments focus areas. In 2021 the UAE became the first country in the GCC to launch a National Action Plan (NAP) for the implementation of UN Security Council Resolution 1325 on Women, Peace, and Security. The UAE NAP applies to the period 2021-2024 and is expected to include long-term and mid-term objectives targeted at advancing the role of women across decision-making, foreign policy priorities, conflict prevention and peacekeeping. In addition, the UAE hosted the launch of the Arab Charter on Women's Rights in 2019.

**Challenges:** The above-mentioned reforms have undoubtedly had transformative effects in the economic and public spheres. However important barriers to gender equality and women's empowerment exist partly due to existing legislation and partly due to societal norms and family structures. Moreover the UAE has so far not ratified and/or signed up to a number of important Conventions and Declarations on women rights (view Annex 1).

On the legal front the most important gaps pertain to the Personal Status Laws (PSL) still largely based on Sharia. For example for a woman to marry, her male guardian must conclude her marriage contract, while men can marry without requiring a guardian's permission. Men can unilaterally divorce their wives, whereas women must apply for a court order to obtain a divorce. As an alternative, a woman can dissolve her marriage if her husband is willing to agree to divorce in return for financial compensation. Women also only inherit half the share of their male relatives.

Some amendments to the PSL were introduced in 2019 and 2020 but loopholes still exist; provisions obliging women to *obey* their husbands have been removed but wives are still *obliged to maintain the house and its contents and breastfeed their children unless there is an impediment*. Moreover a judge

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<sup>2</sup> [http://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](http://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

<sup>3</sup> Alongside Lithuania, Serbia, Timor Leste and Togo; all countries improved their respective scores by at least 4.4 percentage points or more.

can still deem a woman in breach of her spousal obligations if she leaves the house or goes to work for a job deemed *outside the law, custom, or necessity*, or if the judge considers it *against the family's interests*.

Moreover Emirati women continue to face discrimination in passing nationality to their children compared to Emirati men. The UAE's nationality law provides that children of Emirati men are automatically entitled to UAE citizenship; however, children born to Emirati mothers and foreign fathers are not. Emirati mothers can apply for citizenship for their children provided their child has lived in the UAE for six years.

On domestic violence, a new law came into effect in March 2020 which included provisions enabling women to obtain restraining orders against abusers. However, the law's definition of domestic violence reinforces male guardians' ability to discipline their wives, female relatives, and children to an extent that authorities find acceptable. In November 2020, the UAE also repealed an article in the penal code that allowed men to receive lighter sentences for killing a female relative if they found them in the act of extramarital affairs. Yet, families of murder victims can waive their right to see the person punished in return for compensation (blood money) or choose to freely pardon them. In such cases, the accused can be subject to a minimum sentence of seven years in prison instead of life.

Furthermore, despite women being better educated than men their labour market participation rate remains low (around 50%, dropping to 33% for women in their forties). Investments in education have not translated into improvements in employment rates; occupation in the technical and scientific sectors lags behind, and women are still underrepresented in the boards and at top management levels in the private sector.

Finally it is important to note a persisting discrepancy between Emirati women and women who are not citizens. Migrant women are particularly vulnerable to discrimination, exploitation and trafficking and face obstacles in accessing the same rights, protective services and opportunities as other sections of the population. In fact key legislative and institutional frameworks exclude female noncitizens who represent the majority of women in the country. For instance the UAE's labour law continues to exclude domestic workers, the vast majority of whom are women. Women working as domestic workers (noncitizens) do not enjoy the same legal protection in terms of decent working conditions, are not entitled to maternity leave and have longer working hours. A 2017 domestic worker law introduced a number of advancement like a weekly day of rest and paid vacation, but its implementation is not consistently monitored by the authorities. Many low-paid migrant domestic workers are also at risk of abuses, forced labour, and human trafficking because of the kafala (sponsorship) system, which ties their visas to their employers. Victims of sex trafficking have also proved to be unwilling to approach law enforcement officials due to fear of being incarcerated rather than being accepted into a shelter.

## **2. Selected thematic engagement**

As UAE does not have a Multi-Annual Indicative Programme (MIP), the table below identifies areas as well as modalities of engagement with the UAE authorities and UAE-based organisation building on the six thematic areas identified in the GAP III and on a selection of the thematic objectives presented in the Staff Working Paper.

To note that most stakeholders active on gender equality and women empowerment are government actors; civil society organisations have relatively limited mandates in the UAE. However, the private sector has been playing an important and constructive role notably on gender equality in the workplace and on women (economic) empowerment. For instance the international financial centre Abu Dhabi Global Market (ADGM) has set up a Gender Equality Initiative (GEI) in 2019 (and a dedicated gender equality WG) with the objective of reducing unconscious gender bias in the hiring

process, promoting the UN Women's Empowerment Principles (WEPs), and encouraging entities operating within its remit to follow the WEPs<sup>4</sup>.

The overall objective of the EU actions proposed in the CLIP is:

- 1) Encourage continued legal and institutional reforms aimed at eliminating discrimination, promoting gender equality and women empowerment for all women and girls residing in the UAE, including the alignment of relevant legislation with international Conventions and Declarations on women rights.
- 2) Support women's increased participation in all sectors and engagement with women in public and private decision-making roles.
- 3) Encourage the UAE to step up its efforts to promote gender equality and women's empowerment in relevant international frameworks/multilateral platforms.
- 4) Leverage on the UAE role in the region to promote and support institutional and legislative reforms in the Middle East (and beyond), including to strengthen women's participation and representation and other thematic areas of common interest.

The sections below outline the proposed areas of engagement including expected outcomes and rationale.

### **2.1 Thematic area of engagement 1: Freedom from gender-based violence**

#### ***Thematic objectives/ expected outcomes:***

- ✓ *Improved protection from all forms of gender-based violence in the public and private sphere, in the workplace and online through legislation and effective enforcement in the UAE as well as in fragile and humanitarian situations where UAE Foreign Assistance is significant.*
- ✓ *Survivors of trafficking and all forms of exploitation have improved access to adequate and quality services for socio-economic integration and psycho-social support.*

***Rationale and potential partnerships/ synergies:*** The UAE government has manifested commitment to fight gender based violence as well as human trafficking; however barriers remain notably due to societal norms as well as the significant presence of groups that are potentially vulnerable to gender-based violence (i.a. migrant women employed as domestic workers). Moreover the UAE remains one of the countries that has yet to ratify the CEDAW Optional Convention on preventing and combatting violence against women and domestic violence (Istanbul Convention).

Opportunities of collaboration with UAE-based organisations (such as the Dubai Foundation for Women and Children, the Aman Shelter for Women and Children amongst others) should be explored i.a. in the organisation of trainings to help identify and care for victims of trafficking. Partnerships could also be established with other UAE-based humanitarian foundations to carry out trainings and awareness raising activities in e.g. refugee camps and/or in educational establishments in the MENA region (and beyond).

### **2.2 Thematic area of engagement 2: Promoting sexual and reproductive health rights**

#### ***Thematic objectives/expected outcomes:***

*Enabled legal, political and societal environment allowing women and girls to access quality sexual and reproductive healthcare and services and protecting their sexual and reproductive rights.*

***Rationale and potential partnerships/synergies*** The promotion of women's sexual and reproductive rights does not appear amongst the top priorities for the UAE government. Nonetheless in 2020 there

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<sup>4</sup> <https://www.adgm.com/initiatives/gender-equality>

were some relevant changes in the legislation including the decriminalisation of premarital sex. Despite the changes in the law, it is unclear if health policies that required a marriage certificate to obtain prenatal and postnatal care are still being implemented. Marriage certificates still appear to be required to obtain birth certificates. These policies disproportionately affect migrant women and can leave their babies undocumented, unable to obtain identification documents or travel. Whilst no specific partnerships opportunities have been identified as yet, this thematic area deserves to be considered for possible future actions.

### **2.3 Thematic areas of engagement 3: Strengthening Economic and social rights, empowering girls and women**

#### ***Thematic objectives/expected outcomes***

- ✓ *Reduction in gender disparity in enrolment, retention at all levels and sectors of education, including in STEM and improved lifelong learning opportunities for women and girls.*
- ✓ *Increased access for women to financial services and products and productive resources as well as to financial education.*
- ✓ *Improved access to entrepreneurship opportunities and strengthened participation in the green and circular economy*
- ✓ *Full enjoyment of human rights by all women and girls, free from all forms of discrimination; minimised gender stereotypes and more effective policies/legal frameworks to advance gender equality*

***Rationale and potential partnerships/synergies*** Strengthening economic and social rights and empowering girls and women has been actively prioritised by the UAE government over the recent past and this has led to a marked advancement in UAE's ranking in several international indexes. Substantial investments in the education of girls and women have been made (also in the framework of the UAE Foreign Aid policy); however this did not translate into measurable improvements in employment rates (notably in the technical and scientific sectors). Despite legislative changes women are still underrepresented in the boards and at top management levels in the private sector. Important gaps remain due to societal norms and traditions and pertaining to female low-skilled migrant workers, e.g. domestic workers.

A number of initiatives are already taking place/being planned by EU Member States and other like-minded countries and these could provide relevant platforms for collaborations. Examples are the *YES! Young Emirati Women for Success Mentorship Programme*, a partnership between the Nordic Embassies in the UAE enabling young Emirati female professionals to be mentored by senior Nordic business executives as well as the *Women Empowerment Committee* set up within the framework of the French Business Group to promote an effective role of Emirati women as business leaders, successful entrepreneurs and partners in economic development.

EXPO 2020 Dubai events will also present opportunities for partnerships and synergies with EU Member States, other like-minded countries as well as UAE-based organisations. Examples of collaborative events that are being organised by the EU and Member States are listed in section 5 below. In addition, Nordic embassies in the UAE will be hosting an event on labour migration and intersecting forms of discrimination and France will be hosting an exhibition on gender stereotypes in partnership with the International Women in Photo Association and EXPO.

From the 'global' perspective the UAE support for the Global Girls Education Initiative (under the Global Partnership for Education) should also be leveraged on and opportunities of partnerships with the Emirati should be explored i.a. on digital education for women and girls in developing countries and countries in emergency.

### **2.4 Thematic area of engagement 4: Advancing equal participation and women's leadership**

***Thematic objectives/expected outcomes:***

- ✓ *Equal participation of women and men in decision making;*
- ✓ *Improved access for women to managerial and leadership roles in social and economic sectors and fora.*
- ✓ *Social norms, attitude and behaviour promoting equal participation and leadership fostered through media*

***Rationale and potential partnerships/synergies*** On this thematic area there is strong commitment from the UAE government and the private sector as confirmed by the increasing number of women in leadership roles in the public and private sectors. Exchanges with the Abu Dhabi Global Market (ADGM) Gender Equality Initiative (GEI) should continue alongside the Delegation's participation in the ADGM Gender Equality Working Group meetings. On the global front, synergies with the work of the Generation Equality Forum (co-chaired in 2021 by France and Mexico and convened by UN Women) should be explored as well as the opportunity of actively engaging with the Emirati in the framework of one/several of the Forum Action Coalitions<sup>5</sup>.

## **2.5 Thematic area of engagement 5: Women, Peace and Security (WPS) Agenda**

***Thematic objectives/expected outcomes:***

*WPS remains a foreign policy priority for the UAE and women's representation and their full, equal, and meaningful inclusion in the security sector is increased*

***Rationale and potential partnerships/synergies*** In 2019, the UAE and UN Women launched the Sheikha Fatima bint Mubarak WPS Initiative, which has organised so far 2 training programmes for women cadets from the Arab region, Asia, and Africa (a third programme was postponed due to the pandemic). A number of technical exchanges/ exchanges of expertise on WPS have already taken place with EU Member States as well as with EU institutions and should be continued. In March 2021 the UAE also launched the National Action Plan (NAP) for the implementation of UN Security Council Resolution 1325 on Women, Peace and Security (the first one in the GCC region). Its implementation should present new opportunities for partnerships and synergies with Member States, like-minded countries and other relevant local and international stakeholders.

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

The table below presents a menu of targeted actions that the EU and its Member States plan to carry out in the timeframe covered by the CLIP (2021-2025). The objective will be to carry out two actions per year – one at Senior Official level and one at technical / working level.

The collaboration with / support to national stakeholders will be primarily the form of peer-to-peer and technical exchanges.

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<sup>5</sup> <https://forum.generationequality.org/action-coalitions>

<b><i>Thematic Area</i></b>	<b><i>Targeted actions</i></b>	<b><i>Targeted stakeholders/Partners</i></b>	<b><i>Indicators to measure results (if possible)</i></b>
Freedom from gender-based violence	<p>Senior Official Exchanges in the framework of the annual HR Dialogue</p> <p>Ad-hoc meetings with government institutions (such as the GBC) and other stakeholders (e.g local shelters hosting victims of violence)</p> <p>Outreaches on International Convention whenever appropriate</p> <p>Technical exchanges on existing legislation with i.a. Ministry of Interior and on the identification of victims of gender based violence with i.a. police forces.</p> <p>Technical and peer-to-peer exchanges with MOFAIC on the use of foreign aid instruments and programmes in developing countries / crisis situations to fight against gender based violence</p>	<p>-Gender Balance Council (GBC)</p> <p>-Dubai Foundation for women and children</p> <p>-Ewaa Shelters for Victims of Human Trafficking</p> <p>-Aman Shelter for Women and Children</p> <p>-Supreme Council for Motherhood and Childhood.</p> <p>-Ministry of Interior</p> <p>-Dubai and Abu Dhabi Police</p> <p>-Representations from countries of origin in Asia and Africa</p> <p>-Abu Dhabi Dialogue</p> <p>-MOFAIC</p> <p>- UN agencies</p>	<p>UAE takes a proactive role in international frameworks</p> <p>UAE takes a proactive role in future gender summits</p>
Promoting sexual and reproductive health and rights	<p>High level outreaches with the Ministry of Health</p> <p>Ad-hoc meetings with government institutions and other stakeholders.</p>	Ministry of Health.	
Strengthening Economic and social rights, empowering girls and women	Technical and peer-to-peer exchanges (including on use of foreign aid instruments and programmes in	<p>-Gender Balance Council</p> <p>-UAE Central Bank</p> <p>-ADGM</p> <p>-UAE Securities &amp; Commodities Authority (SCA)</p>	<p>Improvement in UAE position in international rankings.</p> <p>Progress in</p>

	<p>developing countries e.g. on women and girls education )</p> <p>Exchanges between FEMM Committee members and FNC</p> <p>Public diplomacy events at EXPO 2020</p>	<p>- UAE Banking Association</p> <p>-Education institutions (e.g. ADEK), universities</p> <p>-Ministry of Advanced Technologies</p> <p>-Ministry of Finance</p> <p>-Ministry of Environment and Climate Change</p> <p>-Office of the UAE Special Envoy for Climate Change</p> <p>-UN Women</p>	<p>implementation of SDG 5</p> <p>Increased women participation in the workforce.</p>
Advancing gender equality, participation and leadership	<p>Peer-to-peer exchanges with i.a. GWU, GBC, DWE</p> <p>Public diplomacy events at EXPO</p> <p>Exchanges following up on the Gender Equality Forum hosted by France and Mexico</p>	<p>-General Women's Union (GWU)</p> <p>-Gender Balance Council (GBC)</p> <p>-The Arab Women Leadership Forum</p> <p>-Dubai Women Establishment (DWE)</p> <p>-ADGM</p> <p>-The Federal National Council</p> <p>- UAE SCA</p> <p>-EXPO 2020</p> <p>-Education institutions</p> <p>- Media</p>	<p>Active UAE participation in the Gender Equality Forum.</p> <p>UAE joins Action Coalitions with concrete measurable targets and funding</p>
WPS Agenda	<p>Technical exchanges on UAE NAP with UN Women, MOFAIC, Ministry of Defence.</p> <p>Possible collaboration in the delivery of WPS trainings</p>	<p>-UN Women</p> <p>-MOFAIC</p> <p>-Ministry of Defense</p> <p>- General Women's Union</p>	Implementation of the NAP

#### 4. Engage in dialogue for gender equality and women empowerment

In the UAE there is no dedicated dialogue on gender equality and women's empowerment at EU level; nevertheless these topics are regularly discussed in the frameworks of the EU Annual Working Group meetings set up under the Cooperation Arrangement between the EEAS and MOFAIC (notably working group 3) and in the frameworks of the EU-UAE Informal Human Rights Dialogue. Bilateral consultations and meetings as well as cultural events organised by EU Member States have also been traditionally used as platforms to address topical matters. In the years covered by the CLIP (2021-2025) these will remain the principal frameworks of engagement with UAE authorities and stakeholders.

Additional opportunities for policy and political dialogue will be represented by EXPO 2020 Dubai (Oct 2021-April 2022); the UAE candidacy to the Human Rights Council (2022-2024) and the recently awarded seats at the Security Council (2022-2023) and on the UNESCO Intergovernmental Committee for the Protection and Promotion of the Diversity of Cultural Expressions (until 2025).



## **5. Outreach and other communication / public diplomacy activities**

The EU is planning to take advantage of EXPO 2020 Dubai to organise a number of public diplomacy events in collaboration with EU MS and other stakeholders (i.a. EXPO organisers and the UN) including:

- *Women and Career Progression: How to fully harness human potential* at the Expo Women Pavilion on 22/10/2021. The event will be jointly hosted by EU, Slovenia, Sweden and Spain and include a photo exhibition featuring Emirati Dads

- *Women's Path to Ikigai – Technology, Entrepreneurship and Self Development* on 24/10/2021 which is being planned by the EU-GCC Dialogue on Economic Diversification project to highlight the importance STEM and ICT in empowering women and in enhancing their participation in the technology sector as part of the move to knowledge-based economies in the GCC.

- *Women Empowerment: Shared EU-GCC Experiences* on 7 and 8/03/2022 – hosted by EU, France, Italy.

- *Exhibition of UNIDO Goodwill Ambassador Elisabetta Illy* with pictures of EU/Italy financed project in Pakistan highlighting women empowerment and sustainable circular economical and industrial cooperation

- *Women and girls on the move* – a film discussion on labour migration hosted by Sweden, Denmark, Finland, Norway, Spain

Furthermore every year the EU will plan to organise media campaigns and events to mark relevant international days where possible in partnership with Member States, UAE authorities, like-minded countries and UN agencies. Days that could be marked are:

- International Day of Zero Tolerance to Female Genital Mutilation (6/2)

- International Day of Women and Girls in Science (11/2)

- World Day on the fight against sexual exploitation (4/3)

- International Women's Day (8/3)

- Girls in ICT Day (4/4)

- The International Day on Sexual Violence in Conflict (19/06)

- International Day of the Girl Child (11/10)

- The UNSCR 1325 Anniversary (31/10)

- International Day for the Elimination of Violence against Women (25/11)

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

Whilst there is no dedicated technical facility / financial allocation to support GAP III implementation, the ongoing (and possibly future) FPI projects will be utilised to support some of the planned activities. In particular the FPI project on 'Enhanced EU-GCC political dialogue, cooperation and outreach' has identified gender equality and women's empowerment as one of the main cross-cutting themes to be prioritised and has been assisting in the organisation of some of the above-mentioned EXPO events

Ongoing and future projects will also strive to ensure gender balance among the participants, include gender-relevant issues in the political and policy dialogues wherever possible and support the

Commission's '*NoWomen No Panel*' campaign by including women speakers in all panels and public events organised in the UAE.

## Annex 1

Convention/Declaration	Ratification
Convention on the Political Rights of Women (1954)	No
Convention to the Consent of Marriage, Minimum Age of Marriage, and Registration of Marriages (1964)	No
Declaration on the Protection of Women and Children in Emergency and Armed Conflict (1974)	Yes
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979)	Yes  Did not ratify the CEDAW's Optional Protocol Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) (2014)  Substantive reservations to articles in CEDAW that conflict with the principles of the sharia, citing Sharia as a basis of state law. Including articles 2 (f), 9, 15, paragraph 2, 16 and 29, paragraph 1.
Declaration of the Elimination of Violence against Women (1993)	Yes
Beijing Declaration and Platform for Action (PFA) (1995)	No
The Paris Agreement (under the United Nations Framework Convention on Climate Change)	Yes

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*[e-signed]*

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