EXECUTIVE SUMMARY

Traditionally, UNHCR and NGOs have organized annual global consultations on topics of strategic relevance to develop policy, advocacy, and operational recommendations. Following UNHCR’s regionalization process, regional consultations were initiated in 2021, alternating every year with the annual global consultations, to bring discussions closer to field realities.

The regional consultations with NGOs in Europe were held in Geneva, Switzerland, between 19-20 September 2023. The event brought together over 120 participants, including NGOs, organizations led by forcibly displaced and stateless people, and other civil society partners.

The following themes were selected and prioritized by NGOs and UNHCR jointly:
1. **Inclusion in National Systems.**

Under the theme of **inclusion in national systems**, there was a focus on informing strategies to address barriers to inclusion in national systems, emphasizing social and economic integration. Inclusion in national systems was recognized as a fundamental enabler for any durable solution, to foster peaceful coexistence, and advance economic development in hosting areas. However, many barriers to inclusion still exist, such as xenophobia and negative public narratives, the tightening of asylum policies, complexities in regularisation processes, protection risks including human trafficking, and inconsistent government positions. Despite variations at the country level of challenges related to legal and policy frameworks, administrative issues, and socio-economic contexts of hosting areas, there was consensus on the need for enabling legal frameworks, further investments in strengthening the evidence-base, to counter toxic narratives and an enhanced focus on economic inclusion.

2. **Gender equality.**

Under the theme of **gender equality**, there was an emphasis on incorporating gender equality considerations across all aspects of humanitarian action and inclusion policies, focusing on strengthening participation and leadership, and enhancing evidence-based approaches. The discussions highlighted the opportunities and actions required to advance gender equality within the context of forced displacement responses. Participants highlighted that while there has been progress in mainstreaming gender issues into various humanitarian and development interventions, challenges persist, such as gender data collection, assessing specific needs, and mainstreaming gender in programs and sectors unrelated to GBV (such as education, health, and nutrition). Women and girls face heightened protection risks, particularly sexual and gender-based violence. In addition, women face multiple barriers to access employment, mainly related to care responsibilities.

3. **Role of organizations led by refugees, other forcibly displaced and stateless people.**

Under the theme of **organizations led by refugees, forcibly displaced and stateless people**, their critical role and expertise were underscored, as were the avenues to ensure their participation in all aspects of planning responses and their representation in policy decision-making at regional, national and local levels. There was also recognition of their unique contributions and expertise to inform, guide, and implement protection and assistance. While these organizations work in different contexts, the need to strengthen support to them was emphasized, including through enhanced access to funding, resources and capacity development, provision of technical support, and knowledge and skills sharing to strengthen leadership and the local voice.

In addition to sessions related to the themes outlined above, the consultations also included a session on Global Refugee Forum preparations where UNHCR and NGOs exchanged on objectives, pledging and logistical aspects. The need to engage more deeply with civil society, forcibly displaced and stateless populations at regional and national levels to ensure inclusiveness was raised. Discussions also outlined that many NGOs are deeply committed to supporting the objectives of the Global Compact for Refugees, and some are actively engaged in the development of pledges and sharing of good practices. UNHCR’s partnership reforms were also outlined during the consultations, which aim to ease the burden for local and community-based organizations, and to address obstacles such as heavy bureaucracy and reporting requirements, complexity of documents, legal barriers, and challenges raising feedback with UNHCR. The session also included an overview of upcoming partner trainings and UNHCR’s commitment to increase partnership agreements with national and local NGOs as well as with community-based organizations.
THEMATIC RECOMMENDATIONS

Inclusion in national systems

- Promote inclusion from the onset and enable a whole-of-society approach to facilitate effective access to rights and services, successful integration in host societies and the empowerment of forcibly displaced and stateless persons to contribute to their host communities. In addition to holistic and predictable inclusion and integration programmes, this requires further investment in evidence-base and the full engagement of refugee and stateless-led organizations to address challenges and build on opportunities.

- In partnership with relevant stakeholders, provide technical, financial and capacity support to civil society initiatives on employment, training, and entrepreneurship interventions and strategies for refugees including through the creation of a Communities of Practice on Financial Inclusion and Entrepreneurship.

- In partnership with local civil society actors, conduct training programmes for government authorities working in refugee inclusion on issues related to human rights, migration and asylum to better sensitize them on the specific needs of refugees, other forcibly displaced and stateless persons.

- Guide and support local civil society actors through capacity strengthening to collect quality and comparable data on inclusion to better inform targeted and holistic integration strategies at a local level, specified to the individualized needs of refugees based on an Age, Gender and Diversity approach, especially paying attention to intergenerational and gender-related gaps.

- Compile and share good practices on the Ukraine refugee response in Europe, as well as follow up with civil society actors including refugee-led organizations and local and national NGOs on how Ukrainian refugee-hosting contexts are managing the transition from humanitarian assistance to inclusion in social protection systems, and convene fora to discuss, disseminate and share knowledge among all relevant stakeholders.
In partnership with local and national civil society actors, government authorities, and media organisations, advocate for accurate and fact-based media reporting on refugees and on forced displacement issues to counter the negative narrative and increasing divide in public opinion, and provide training and evidence based advocacy strategies to local civil society actors.

In partnership with civil society organizations, engage proactively with local and national media through workshops, training, and information-sharing, in order to build trusting relationships which are beneficial in countering discrimination and false narratives.

Provide support to civil society organizations in the development of activities with a focus on building dialogue and fostering social cohesion at the local and national level. Support civil society and refugee led organizations in bringing their concerns as regards to discrimination to fora with decision-makers and ensure their inclusion in such fora.

Conduct joint advocacy to raise awareness of the barriers and opportunities for the economic inclusion of forcibly displaced persons especially among employers, and on the major gaps to its realization and implement workshops to bring stakeholders together to connect policies and their implementation on the ground.

Gender equality

Strengthen advocacy with government authorities to provide targeted and integrated interventions involving NGOs and local authorities (police, health, school, social welfare, etc.), to provide holistic support to refugees and forcibly displaced persons, especially those who face multiple barriers to inclusion such as women, including the need for legal aid.

Continue to strongly advocate for women and their rights, and promote intersectional approaches and gender-sensitive planning for integration programming for refugees and forcibly displaced persons (especially on economic inclusion) which seek to meaningfully engage all stakeholders, especially women-led organizations.

Engage women and girls in decision-making and meaningfully incorporate their perspectives as experts, at all decision-making levels and at the programme design, planning, programming and monitoring stages of humanitarian and social protection interventions.

Organizations led by refugees, other forcibly displaced people, and meaningful refugee participation

Systematically include local civil society actors (including NGOs and RLOs) in national coordination structures during emergency responses at the local, national, and regional levels from the outset and at all stages of the programme cycle through establishing consensus-based mechanisms, disseminating transparent information at regular intervals and in local languages, and recognizing and incorporating local expertise.

Advocate for the participation and representation of local civil society actors including NGOs and RLOs to advise and meaningfully input to national and regional level policy-making fora and platforms (where relevant, RLOs and NGOs to do so collectively), and facilitate their attendance through targeted capacity strengthening, training, technical assistance and financial support.

Establish refugee advisory bodies consisting of refugees selected through a transparent selection process to participate at regional and global level policy decision-making platforms (see for example the Refugee Advisory
Group), which includes refugees becoming part of State delegations, and provide the necessary capacity strengthening and financial support (including accessing travel documents and visas).

- Recognize and seek to address the inherent imbalances of power of UNHCR, INGOs, academics and others in comparison to local NGOs and RLOs and advocate for fair and equal standards for their participation at high level engagements, especially compensation for time (currently pro bono work).

- Development of a mapping of good practices and a ‘how to toolkit’ in the area of community engagement and participation in decision-making processes, to be shared widely with relevant stakeholders, including government officials at the national, regional and local levels, UNHCR and NGOs/RLOs.

“The quote that inspired me was “Together, we are stronger”. Particularly regarding the issues or challenges that women have to face, so their best allies are men. Jean-Didier Totow Tom-Ata, Congolese Community of Greece
KEY SESSIONS AND MAJOR POINTS OF DISCUSSION

Opening session

The consultations were opening by Aleksejs Ivashuk (Apatride Network), Anne-Marie Deutschlander (UNHCR Regional Bureau for Europe), Gillian Triggs (UNHCR), Mirela Shuteriqi (ICVA) and Stella Ogunlade (UNHCR).

The overall context was outlined, where crises are multiplying, forced displacement is growing, and political will is becoming increasingly divided and hence, traditional solutions are no longer able to respond to the needs. It is evident now more than ever that innovative approaches are required that incorporate a whole-of-society approach, including the meaningful participation of refugees.

Facilitating access to resources and extending meaningful recognition and participation – and compensation – of RLOs as full partners was underscored. While these organizations work in different contexts, each consultation highlighted the imperative to strengthen support to them through enhanced access to funding, resources and capacity development, provision of technical support, and knowledge and skills sharing to strengthen leadership and the local voice. Promoting inclusion from the onset of an emergency and a whole-of-society approach is required in order to facilitate effective access to rights and services, successful integration in host societies and the empowerment of forcibly displaced and stateless persons to contribute to their host communities. This requires further investment in evidence-base and the full engagement of refugee and stateless-led organizations to address challenges and build on opportunities.
Inclusion in Europe: State-of-play and priorities for UNHCR’s Regional Bureau for Europe

The speakers for this session were Can Cakir (INGEV), Fabiana Musicco (Refugees Welcome), Ganna Bazilo (Ukrainian Action in Ireland), Maritxu Mayoral (Comisión Española de Ayuda al Refugiado) and Susanne Klink (UNHCR Regional Bureau for Europe).

The session outlined the multiple legal, administrative and practical barriers that exist to achieving effective inclusion, which differs between host countries as does legal status and culminates in different experiences of refugees, displaced and stateless persons depending on age, gender, and diversity. In addition, there are new complexities, including strained systems, new host countries, capacity gaps and longer than expected durations spent in displacement. It was also underscored that knowledge of the local language, access to information and targeted services, job-matching and skills recognition, awareness by stakeholders on refugees’ rights and widely accepted documentation remain significant challenges for refugees. High rents, xenophobia, and racism also hinder integration.

The promotion of coexistence programmes was highlighted as a good practice to combat the discrimination in access to rights and community matching programmes were also identified as means to facilitate access to housing, employment, and language learning.

While the enhanced investment on data allows for strengthening evidence-based approaches, the need for improved disaggregated data by governments continues. Many actors in the field, especially smaller ones, lack sufficient capacity to holistically support and monitor inclusion. At the local level, one good practice was presented regarding conducting community-based surveys on integration needs.

Non-discrimination and social cohesion – cornerstones of inclusion

The speakers for these sessions were Etinosa Johnbull (Generation for Change Cyprus), Joanna Talewicz (Towards Dialogue Foundation) and Louise Donovan (UNHCR Regional Bureau for Europe).

The session acknowledged that inherent biases exist and that it is important to take time to identify and address these, including through civil society organisations. Even in the most challenging circumstances where refugees and migrants are scapegoated, stereotyped, and seen as the ‘other’, it was underscored as essential to build a dialogue and create common spaces between refugees and host communities.

In addition, in an era of growing xenophobia, racism and populism in Europe, it is essential to work towards changing the narrative and engaging with varied audiences. The media has a central role to play in dispelling stereotypes and misconceptions. Engaging with the media and dispelling myths with facts as well as humanizing the experiences of individuals and their communities has a massive multiplier effect on creating a positive narrative around refugees.

All levels of society are needed in order to counter negative narratives, from grassroots organizations focusing on activities to bring communities closer together, to academics, to policy-makers, etc.
Reinforcing access to social protection benefits and services

There speakers for this session were Andrew Mitchell (UNHCR Regional Bureau for Europe), Diana Chiriacescu (FONSS) and Valentina Fabbri (Programma Integra).

The gaps affecting the inclusion of refugees in social protection systems were outlined during this session, including changes in subsidy programs that affect refugees; pressure on the social protection system particularly for non-eligible refugees and the subsequent lack of solutions for the refugees that are left behind the safety net; language barriers; a large number of vulnerable refugees (elderly, single mothers with children, persons with mental health conditions, etc.).

The sessions also discussed how Ukrainian refugee-hosting contexts are managing the transition from humanitarian assistance to inclusion in social protection systems and explored how in other contexts countries hosting non-Ukrainian refugees are working to bridge historical gaps between legal access to social protection rights versus actual access to benefits and services for refugees and asylum-seekers.

Participants shared good practices from their respective country contexts, including but not limited to the:

- creation of fora for civil society and authorities to collaborate and talk to each other at the local level;
- creation of communications channels with the Government to discuss key issues in a faster manner than would happen otherwise; and
- drawing up of clear agreements between NGOs and local public authorities. Early coordination from the outset of a crisis, was also stressed as critical, as was the need for UNHCR and civil society organizations to approach local governments and offer their support.

UNHCR operational guidelines on localization

Speakers for this session were Stella Ogunlade (UNHCR), Maren Backbier (UNHCR), Remo Fambri (UNHCR) Davina Saïd (ICVA), Gabriela Miranda (ICVA), and Loïse Daï Rocheteau (ICVA).

This session provided feedback to UNHCR on its upcoming operational guidelines on localization. The session highlighted the importance for UNHCR to work better and more closely with local organizations. It was also seen as important to have meaningful engagement that recognizes power imbalances, that is transparent and trust-based with open communication. This will facilitate the process of achieving localization.

There also needs to be a recognition of local capacity and expertise, and a large part of what UNHCR needs to be doing through the guidelines is to reinforce local expertise and strengthen and ensure better visibility. Multistakeholder approaches that ensure co-design and co-ownership in the context of UNHCR’s annual planning processes were also encouraged. UNHCR can also play a strong role as a bridging actor connecting local organizations with different actors such as potential funders and local and national authorities, among others.
Promoting financial inclusion and entrepreneurship

Speakers for this session were Aicha Manai (Startup Refugees), Katarzyna Hanula (Microfinance Center), and Susanne Klink (UNHCR Regional Bureau for Europe).

The main points of discussion were on how to raise awareness of financial inclusion issues with all relevant actors at regional, national and local level, the role of different stakeholders and sectors in supporting refugees’ entrepreneurship and access to financial services, and how to foster sustainable partnerships in the financial inclusion space.

The challenges to refugees’ access to financial inclusion were raised, and are similar to other areas of inclusion, namely limited awareness among refugees, integration actors and financial services providers about the rights, policies and services available; language barriers; lack of recognized documentation; and uneven implementation or interpretation of policies and regulatory requirements. In addition, specific financial barriers exist, such as AML/CFT regulations that particularly affect refugees from so-called higher risk countries, a lack of credit history, limited financial literacy and insufficient business development services and start-up grants.

Good practices discussed including financial service providers, regulatory bodies and NGOs offering multi-lingual support for accessing bank accounts, microfinance institutions providing BDS and micro-credit, mentoring and coaching services for entrepreneurs, supporting social service providers and NGOs who provide referrals for refugees’ to selected banks and business development services; and initiatives to better understand the target group, such as Startup Refugees market validation events which allows products and businesses to be tested.

Entrepreneurship should be considered one of the solutions for access to decent work, instead of focusing on employment only. Refugees should have the option to start a business if they want. There should be specialized providers and business development services available to them, start-up grants and access to finance. Likewise,
there should be more data collected on programs and initiatives to help build the business case for financial inclusion and entrepreneurship among forcibly displaced and stateless persons.

**Gender Equality: Ensuring effective access of women refugees to rights and inclusion**

The speakers for this session were Ekram Jalboutt (New Women Connectors), Mary Mozafary (She4She), Valentina Bodrug-Lungu (Gender-Centru), Angela Moore (UNHCR Regional Bureau for Europe), and Susanne Klink (UNHCR Regional Bureau for Europe).

It was highlighted that women face a multiplicity of barriers to access decent work, a key one being related to care responsibilities. Good practices to support women to overcome the barriers were presented in the panel, including flexible working hours, language support, affordable childcare, and legal aid. Women also struggle to access targeted health and psychological support, support services and safety and justice despite evidence pointing to the fact that women are more likely to experience gender-based violence.

**The role of organizations led by refugees, other forcibly displaced and stateless people**

Speakers for this session were Aslak Gimse Solumsmoen (UNHCR), Haile Kassa Hailu (Asylum Organization), Irina Basiul (National Congress of Ukrainians of Moldova), and Julius Ntobuah (Newcomers with Disabilities).

The session focused on how refugees promote and are key actors of their own inclusion into national systems. While all three RLOs work in different contexts and focus areas, each speaker touched on the need to support RLOs with access to resources and to build their technical and leadership capacity in order to maximize their impact and strengthen their voice. Local actors are the ones that stay and support communities for the long term. Resourcing and visibility are essential ways to boost the work of RLOs and help them maximize their impact. Trust was also identified as key in delivering assistance, and working with refugees who are already trusted members of their communities and who are familiar with and understand their needs is a clear way to facilitate this.

**Barriers to decent work and how to overcome them.**

Speakers for this session were Maarten van Panhuis (RefugeeConnect), Natalia Hryshchenko (SVOJA Association), Roxana Popa (Jobs for Ukraine) and Steven Bunce (UNHCR Regional Bureau for Europe).

This session outlined that refugees face many barriers to decent work, such as a scarcity of decent work opportunities; a lack of efficient information channels; a lack of support services essential to accessing and maintain stable employment; limited knowledge of the local language and inadequate support for language learning; a lack of pathways or delays in recognition of professional qualifications; support needed to upskill/reskill; limited private sector knowledge/engagement (including on refugees’ right to work and remain in-country); and unresolved essential needs (e.g. long-term housing) that affect stability in employment.

A number of strategies were discussed to overcome the challenges, which require removing restrictions to refugees’ work through political or legal routes; strengthening local initiatives that can help refugees access employment support services and decent work; reinforcing the work of NGOs that support businesses to connect with refugee talent; diversity and inclusion programs within workplaces; and further developing platforms where everyone – refugees, employers and the host community – can go with questions and support regarding refugees and work, including job-matching.
Arguments for and best practices in the inclusion of refugees in national systems

The speaker for this session was Frederik Smets (UNHCR Regional Bureau for Europe).

Through a role play activity, arguments and challenges for the inclusion of refugee children in national education systems were raised and discussed, as well as some best practices shared by the participants. These included administrative and legal support for parents to be able to register their children in local schools. Strong awareness and sensitization work needs to be done with host populations, especially those who have never dealt with a refugee crisis before. Teachers need to be trained to identify and deal children exposed to trauma, and know the appropriate referral systems.

Non-formal education is a temporary solution at the onset of a crisis but can be also at the expense of refugee children’s future. Non-formal or parallel education systems are not sustainable and should complement the formal education system.

Community engagement and engagement and participation in decision-making processes

The speakers for this session were Ahmad Wall Ahmad-Yar (Umbrella Refugee Committee), Angela Moore (UNHCR Regional Bureau for Europe), and Elfatih Adam (Académie pour la Participation des Refuges).

This session focused on the participation of refugees in policies and programs that have an impact on their lives, including decision-making processes, recognizing the critical link between community engagement and effective inclusion. The inclusion of refugee perspectives in all stages of decision-making processes regarding programming intended to support protection, assistance, and integration is critical. The quality of participation matters, and training and mentorship, as well as employment opportunities (rather than expecting refugees to volunteer their time) within decision-making structures can help to facilitate meaningful engagement. Institutions can facilitate ongoing access to spaces where decisions are being made. The establishment of structures such as advisory committees that are positioned to proactively provide information and feedback to policymakers was identified as a good practice.

Regular and two-way communication and exchange is essential to ensure that refugee perspectives are sufficiently reflected in policy and governance processes. Ensuring that a diversity of voices is reflected in the process helps to take into account varying needs and circumstances, so that the outcomes are beneficial to different groups.

Lunch brown bag on fundraising opportunities for local organizations

The speakers for this session were Ganna Shvachka (SME SPOLU), Jean-Didier Totow Tom-Ata (Congolese Community of Greece), and Pia Paguio (UNHCR).

The session aimed to present the experience of two local organizations with fundraising to share best practices, common challenges, and feedback on what international partners and donors can do to better support. Through the presentations of the two speakers, several themes emerged. First, that there are different modalities for fundraising, and often it takes a creative mix of these to get off the ground as a local organization. Examples mentioned included crowdfunding, institutional support, and special initiatives for refugee-led or local organizations such as UNHCR’s special grant agreements. Second, both speakers touched on the importance of demonstrating
results and efficiencies as a way to attract new donors. This helps organizations stand out from others and can help fundraise for subsequent phases of your activities, enabling growth and scale. Building on this, being able to physically show your work to donors has a much bigger impact than reading a report; both speakers maximized opportunities to have donors visit projects, meet refugees and see their work first hand.

Bureaucratic challenges naturally presented challenges but both speakers spoke about creative ways of addressing them so they were set up in a stable way to succeed – one used programming to build their efficiencies and open up staff capacity to tackle other issues, the other creatively established an arm inside Ukraine to minimize the administrative work of cross-border aid delivery. Similarly, the importance of peer-to-peer support among NGO networks and establishing the right partnerships was a key theme to both speakers’ successes. This point underscored the importance of building up and supporting NGO and RLO networks.

Lastly, the bureaucracy of UN funding was flagged, particularly as donor demands can be difficult to balance with the needs and priorities of the beneficiaries. UNHCR noted that it also must manage the demands of its donors but emphasized the importance of our role in alleviating the pressures where possible.

**Looking towards the Global Refugee Forum**

The speakers for this session were Begüm Dereli (European Council on Refugees and Exiles), Chris Nash (European Network on Statelessness), Ziad Ayad (UNHCR), and Stella Ogunlade (UNHCR).

NGOs were encouraged to approach UNHCR offices locally to consult and engage on joint advocacy efforts ahead of the GRF. Global NGOs were encouraged to consider both internal domestic pledges as well as external pledges. All were encouraged to advocate for and work towards inclusive pledges including through the various thematic and sectoral multistakeholder pledges under development. The discussion included a more in-depth presentation on the concept of multistakeholder pledges and how to engage in these.

**UNHCR programming and partnership reform with a focus on project reporting, oversight and monitoring solution (PROMS)**

Speakers for this session were Robert Hurt (UNHCR), Katharina Thote (UNHCR), Anne-Kirsten Garbe (UNHCR Regional Bureau for Europe) and Marion Badot (UNHCR Regional Bureau for Europe).

The session gave a snapshot of UNHCR’s funded NGO partnerships in Europe followed by an overview of UNHCR partnership reform. For several years, UNHCR has been reforming the way it engages with partners, to simplify processes, increase predictability, empower partners and give great assurances to donors that funds are being used as intended. UNHCR is moving away from a one-size-fits-all approach to procedures and documentation given the vastly different contexts and partners they work with.

Multi-year Framework agreements will also be introduced. Financial commitments can only still be given annually, due to UNHCR’s own funding cycles with donors, but there will now be a framework in place on areas of collaboration so everything else is in place and only the funding and results need to be discussed annually.

Partners will be asked to use two main systems going forward: the UN Partner Portal (UNPP) and PROMS. The UNPP is common across several agencies and therefore improvements are underway but take time. Simplification
of the registration process is part of this. PROMS will provide a comprehensive end-to-end solution of partnership management. It will be rolled out this year with the aim to have all partners using it for 2024 agreements and beyond. Country offices will invite partners to trainings and to register in PROMS in Q4. All materials will also be available on UNPP.

The reforms are intended to benefit all UNHCR partnerships but particularly to ease the burden for local and community-based organizations, addressing the obstacles of heavy bureaucracy and reporting requirements, difficult selection criteria, complexity of documents, legal barriers, and challenges raising feedback with UNHCR.

Closing remarks

The closing remarks were provided by Anne-Marie Deutschlander (UNHCR Regional Bureau for Europe) and Mirela Shuteriqi (ICVA).

The closing remarks emphasized that inclusion within national systems is crucial, with a focus on leveraging local knowledge to address gaps in responses. Women-led organizations are effective in tackling gender equality issues, particularly in skills development. Efforts should be intensified for equitable access to rights within the context of Age, Gender, and Diversity (AGD), striving for effective inclusion for all. Ongoing engagement, dialogue, and collaboration remain key to achieving positive impacts for those most in need.

The regional consultations in Europe fostered an exchange of ideas, defined priorities, and will hopefully lead to informing strategies of UNHCR and NGOs across the region. These consultations will also inform the formulation of regional-specific recommendations that will contribute to the preparations for the next global consultations in 2024.

Background documents/reports/guidance/websites

- Refugee employment platform manual
- Effective inclusion of refugees: Participatory approaches for practitioners at the local level
- Enhancing refugees’ financial inclusion – resource website Microfinance Centre
- Guidance and studies on socio-economic inclusion by thematic area – Regional Refugee Response for the Ukraine Situation
- Education on hold – UNHCR policy brief
- UNHCR Social Protection Policy Brief | UNHCR
- UNHCR Operational Guidelines on Localization [pending release in 2024]
- UNHCR’s [draft] Policy Paper on Inclusion to be circulated for inputs and feedback
- Call to Action on Protection from Gender-Based Violence in Emergencies
- Age Gender and Diversity Tip Sheet - Helping to ensure AGD inclusive pledges and good practices for the GRF
- IASC Guidelines for Integrating GBV Interventions in Humanitarian Action
- The Interagency Minimum Standards for GBV in Emergencies Programming
- RGTF Gender Brief - Livelihoods and Access to Work of Refugees from Ukraine in Neighboring Countries
- Making the Invisible Visible: An evidence-based analysis of gender in the regional response to the war in Ukraine
- The Centrality of Gender Equality and Women’s Empowerment for the Formulation of the Global Compact on Refugees
- Engaging with employers in the hiring of refugees: A 10-point action plan