

**GENDER AUDIT REPORT OF THE HIGH  
COMMISSIONER'S DIALOGUE ON  
PROTECTION CHALLENGES  
"TOWARDS A GLOBAL COMPACT ON  
REFUGEES"**

**Geneva 12<sup>th</sup> -13<sup>th</sup> December 2017**

Recommendations from the Gender Audit Team,  
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## Background

### Why a Gender Audit?

The Gender Audit of the High Commissioner's Dialogue on Protection Challenges was undertaken following a proposal from Dr Linda Bartolomei and Adjunct Professor Eileen Pittaway, to audit each of the preparatory meetings for development of the Global Compact on Refugees (GCR). The proposal was motivated by the recognition that despite ground-breaking legal and policy advances designed to improve protection for refugee women, young women and girls that the failure to implement crucial policy commitments to gender equality leaves them all at ongoing risk of endemic sexual and gender-related violence and social and economic exclusion. The strong commitments to inclusion and gender equality outlined in the New York Declaration (NYD) provide a critical window of opportunity to change this. The Gender Audit was proposed as one strategy to support UNHCR in its efforts to ensure that the NYD commitments to gender equality are fully reflected across the GCR. This report of the High Commissioner's Dialogue builds on the reports already produced by the UNSW<sup>1</sup> of the five Thematic meetings held in July, October and November. They are available on the Global Compact Website<sup>2</sup>. A detailed final report and a summary report which synthesizes the outcomes and recommendations of these meetings is also available on the website.

We wish to acknowledge and appreciate UNHCR's willingness to support the Gender Audit. This clearly highlights the high-level commitment to ensuring that the GCR fully integrates Gender Equality concerns. It provides a significant opportunity for UNHCR to continue to demonstrate leadership within the UN system in this regard. Therefore, in the spirit of 'critical friendship'<sup>3</sup>, we provide the following report which analyses the degree to which UNHCR's commitment to Gender Equality and inclusion was reflected in the High Commissioner's Dialogue on Protection Challenges.

### The Gender Audit Team

The Gender Audit team for the High Commissioner's Dialogue was jointly led by Dr Linda Bartolomei and Adjunct Professor Eileen Pittaway and included research assistant Charlotte Bell and the five women from refugee backgrounds who had participated in the October and/or November Thematic meetings: Dr Melika Sheikh-Eldin (October and November), Cheery Zahau (October), Tina Dixson (October), Apajok Biar (November) and Shaza Al Rihawi (November). The team were selected based on their strong commitment to gender equality, familiarity with the UN system and the UNHCR policy context as well as their rich lived experience.

The team were charged with two important roles designed to contribute to UNHCR's commitment to ensuring that Gender Equality is a central focus of the GCR and that the strong gender commitments made in the NYD are fully integrated across the GCR and in its Preamble, Concluding Paragraph and the Programme of Action (PoA). This involved firstly undertaking a Gender Audit of both the process and content of the meetings and secondly, actively intervening in the discussions to ensure that key gender considerations were included. Gender Audit Team Members, Cheery Zahau, Tina Dixson and Apajok Biar all made presentations as part of the Gender Roundtable held on second day of the High Commissioner's Dialogue, raising a range of gender-related concerns and sharing a series of targeted and actionable

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<sup>1</sup> Pittaway, E., Bell, C., Bartolomei, L. (July 2017) *Strengthening the Response To Refugee Women And Girls In The Comprehensive Refugee Response Framework*. Available at: <http://www.unhcr.org/en-au/events/conferences/595b7f344/strengthening-response-refugee-women-girls-comprehensive-refugee-response.html>; The Forced Migration Research Network, University of New South Wales (October 2017), *The World's Biggest Minority?: Refugee Women and Girls in the Global Compact on Refugees*. Available at <http://www.unhcr.org/59e5bcb77.pdf>, Pittaway, E. and Bartolomei, L. (July 2017) *Gender Notes on the First Thematic Discussion on the Global compact on Refugees*, Available at - [https://www.arts.unsw.edu.au/media/FASSFile/Thematic\\_Discusion\\_1\\_Gender\\_Notes-Pittaway\\_and\\_Bartolomei.pdf](https://www.arts.unsw.edu.au/media/FASSFile/Thematic_Discusion_1_Gender_Notes-Pittaway_and_Bartolomei.pdf)

<sup>2</sup> Towards a global compact on refugees: written contributions. Available at: <http://www.unhcr.org/search?cid=49aea93aa7&scid=49aea93a57&tags=women>

<sup>3</sup> Khalid Koser, Opening Plenary October Thematic Meeting 3, Day 2

recommendations. Dr Melika Sheikh-Eldin intervened in the Closing Plenary to present the recommendations of the Gender Roundtable and Shaza Al -Rihawi made several important interventions throughout the meeting.

## **Methodology and Analytic Framework**

The Gender Audit documentation methodology used for this meeting built on the approach used in the October and November Thematic meetings and involved a quantitative scoring of key gender issues using the modified Checklist included in Appendix 3. In keeping with the “Stocktaking” Aim of the Dialogue, this modified checklist was a synthesis of all the key gender recommendations made at each of the five Thematic meetings. This was designed to enable the team to undertake an effective gender audit of the stocktaking process. This scoring was supported with qualitative summary documentation of every panel presentation and each intervention from the floor to make a qualitative assessment of the degree to which presentations and interventions were gendered. The quantitative results are presented in a series of graphs some of which are included in this report, with further graphs provided in Appendix 1. These include a graph and tables which provide a comparative analysis of gender parity and interventions on panels across the Thematic Meetings and the High Commissioner’s Dialogue. Our qualitative documentation and observations directly informed the selection of data sets for the tabular analysis. While recognising that statistically the number of interventions and panels was small, we have nonetheless undertaken some numerical analysis of key elements relating to gender equality as we feel this assists in elucidating the areas of strength, as well as some of the key gaps.

## **The Gender Audit involves two parts:**

### **Part 1. Process and Recommendations**

The first part of the report provides evidence of both successful inclusion of women’s voices and experiences, as well as the gaps and omissions. It includes some quantitative analysis of which recommendations from earlier meetings were affirmed or expanded upon as well as new recommendations. In the Gender Audit report of the November meetings a series of recommendations were made designed to support an increased focus on gender at the High Commissioner’s Dialogue. The degree to which these recommendations were implemented at this meeting and the impact they had on supporting an increased gender focus is also reflected upon in this section of the report. It also highlights the recommendations still to be addressed if a strong commitment to gender issues is to be maintained during the next stage of the GCR drafting process in the first half of 2018.

### **Part 2. Content analysis and recommendations**

The second part of the report informed by the qualitative documentation presents key points and recommendations from the discussions which took place during the thematic sessions, roundtables and side events. It also provides some analysis of the quality of interventions and highlights the most important cross-cutting recommendations which must be addressed in the PoA to ensure that refugee men and boys and women and girls are given equal weight and consideration in the GCR.

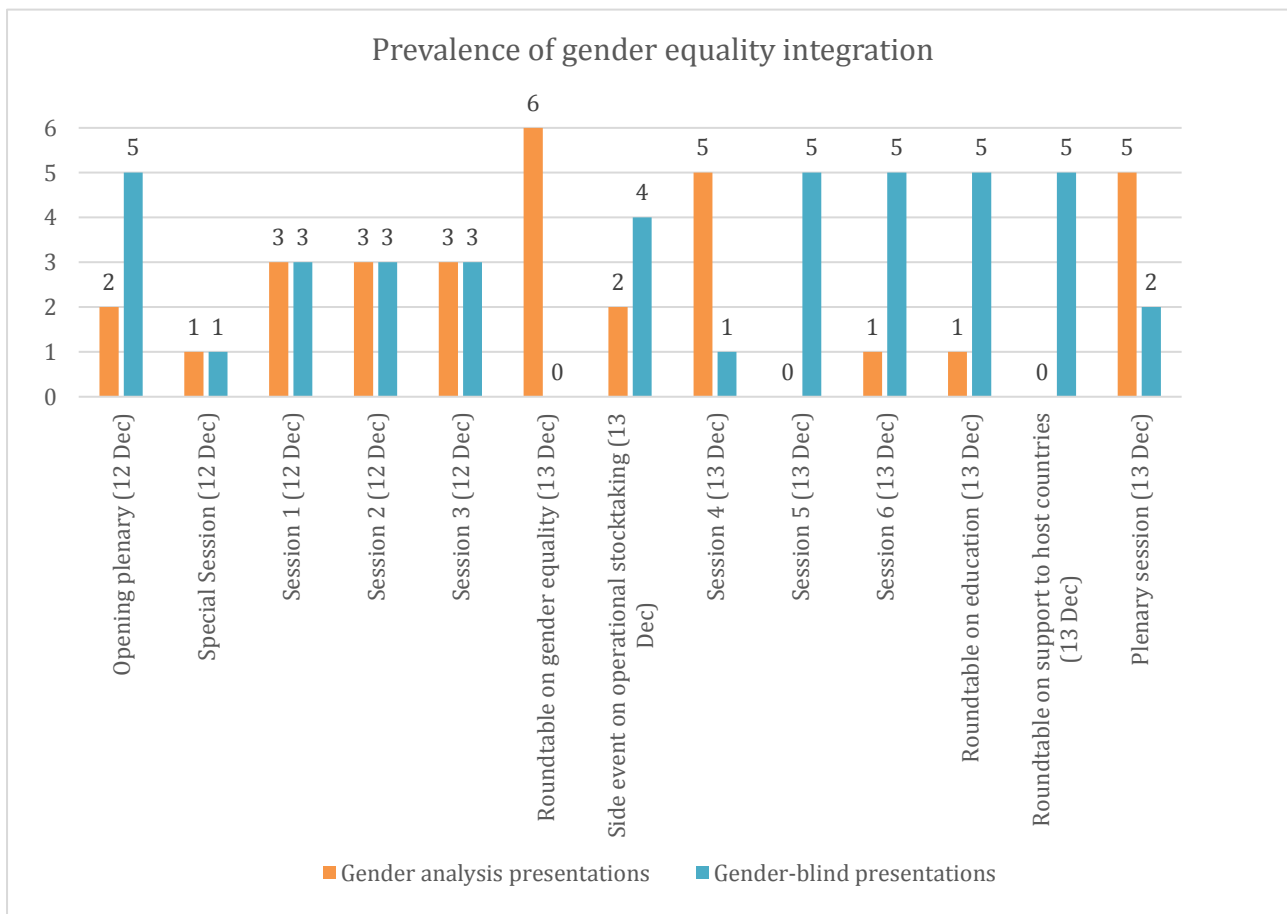
## **Part 1: Process and Recommendations**

As had occurred in the lead up to the November thematic meetings, UNHCR again worked tirelessly to ensure gender parity on panels, and invited an equal number of male and female refugee participants modelling gender balance. Many excellent people were chosen to speak and encouraged to include gender equality considerations in their presentations. Most significant was the addition of a *Roundtable on Gender Equality* as part of the formal meeting. Importantly, the majority of speakers on this panel were from a refugee background, including three women from Myanmar, Sudan and the Ukraine and one Sudanese young man living as a refugee in Uganda.

In the October Thematic Discussions 2 and 3, women speakers were significantly under-represented on the formal panels and side events. Overall only 31% of all panel speakers were women. However, the November Thematic Discussions 4 and 5, saw a very positive change in panel gender composition, and 51% of all panel speakers were women. This positive trend continued to be reflected at the High Commissioner’s Dialogue with 42% of all panel speakers being women. Though UNHCR had sought to again achieve 50% representation, their inability to do this highlights the challenge of convincing key actors to promote and nominate women into senior positions.

The other two areas of significant positive progress are demonstrated in Graph 1 below. First was the number of panelists who included gender considerations in their presentations. In 7 of the 12 sessions at least half or more of the panelists addressed the gender dimensions of the issues under discussion. Second was the increase in the number of references to gender issues in the official summaries of each of the thematic sessions in the Closing Plenary. All session summaries, with only one exception included a significant focus on the gender issues discussed in the session. It is hypothesised that the positive progress in both these areas may in part be due to the Gender Unit circulating a *Gender memo* to the panelists and panel chairs, as was recommended by the October and November Gender Audit reports. This memo drew panelists’ attention to the Audit team’s key gender recommendations and encouraged them to reflect gender concerns in their remarks and session summaries. (See Appendix 5)

**Graph 1: Gender equality integration in the High Commissioner’s Dialogue on Protection Challenges, 12 and 13 December 2017**



There was also a significant increase in the range of States from both the Global South and the Global North intervening to raise gendered concerns and to propose concrete recommendations. An increasing number of States also shared good practices to support more effective gendered protection responses. This positive shift is reflected in the leadership taken by the High Commissioner Mr. Filippo Grandi and the sustained leadership across the Thematic meetings by the Assistant High Commissioner for Protection, Mr. Volker Turk, and other senior UNHCR representatives, the excellent interventions made by the refugee

participants, and by many of the chairs and panelists. Most significant however was the depth, quality and focus of the interventions and recommendations. This is confirmed by the fact that with one exception, all the gendered recommendations documented from the five Thematic meetings were fully reflected in the discussions at this meeting (See Graphs 9-12 in Appendix 1).

Interventions from refugee women and young people continued to be very powerful in influencing other interventions and particularly during the *Roundtable on Gender Equality* appeared to influence an increased consciousness of gender issues in interventions in the sessions which followed, often despite the lack of gender considerations in some of the panel presentations. In response to the Gender Audit team's Process Recommendation<sup>4</sup> that all refugee representatives undergo targeted training on Age, Gender and Diversity concerns, two of the refugee women representatives, Apajok Biar and Dr Melika Sheikh-Eldin were invited to provide gender training to the refugee youth delegates prior to the meeting. As a result, many of the young men and young women actively included gender considerations in their interventions. This again demonstrated two key issues, one being that articulating gender and the need to address different gender needs and SGBV can lead to others thinking about and making additional contributions to the discussion. Secondly, the value of refugee women's and young people's self-representation, importantly of skilled not tokenistic participation or "sad stories" contributes meaningfully to the debate and to concrete recommendations for solutions. Marot Touloung's presentation on the Gender Roundtable was extremely well received and provided a strong male youth perspective on the importance of gender equality. Youth delegate, Safia Ibrahimkhel also spoke powerfully on the important of Education for girls in the Roundtable on Education. However, this debate could have been further strengthened through inclusion of a gender lens in all the formal presentations made by young women, who continue to remain a powerful voice of change. It is therefore recommended that all youth engagement strategies include an ongoing and active focus on gender issues,

As was the case in the November Thematic Meetings another important outcome of this work was that most recommendations came from the panels and interventions, few additional suggestions were needed from the Gender Audit team. Once again not all female panelists mentioned gender issues, while some very strong recommendations on women's protection measures came from men, including from the refugee male youth. As noted above, young people and women from refugee backgrounds were active in the meeting and the importance of refugee participation and in particular the participation of women and girls in the PoA was frequently reaffirmed by many States. Furthermore, as has already been noted the first three process recommendations listed in the November Audit report were fully or partially addressed either in the lead up to, or during the High Commissioner's Dialogue.

### **Key Process Recommendations Addressed**

1. On most panels at least one or more panelists addressed the gender dimensions of their topic, including the direct link between gender equality and sexual and gender-based violence.
2. The majority of panel chairs addressed gender concerns in either the opening and/or closing remarks.
3. Refugee representatives of the Gender audit team briefed the youth delegates on the importance of addressing gender equality and an effective response to SGBV in their interventions.

## **Gender analysis of Plenaries, Panels and Side Events**

### **Refugee participation on Panels and Interventions**

The continued hard work of UNHCR to support the participation of refugee delegates, to include male and female refugees on panels, and to actively acknowledge their interventions is recognised. Their inclusion continued to make a significant impact on the proceedings. Across the meeting their voices were heard as

<sup>4</sup> See the Gender Audit Reports of the 2<sup>nd</sup> and 3<sup>rd</sup> and 4<sup>th</sup> and 5<sup>th</sup> Thematic meetings at <http://www.unhcr.org/search?cid=49aea93aa7&scid=49aea93a57&tags=women>

panelists in the plenaries, thematic sessions and roundtables and in many invited interventions from the floor. To support greater gender balance, a significantly larger number of young men were invited to make interventions and to contribute recommendations from the floor. As noted above, in direct contrast to their interventions in the October and November Thematic meetings, many of these excellent interventions had strong gender, age and diversity dimensions.

### **Opening and Closing Plenaries Day 1 and Day 2**

Building on the strong commitment to the inclusion of gender issues in the November Thematic meeting, the continued acknowledgement of the importance of a strong gender perspective across the four pillars of the Comprehensive Refugee Response Framework (CRRF) can be summarised in the following quotes:

*'How can we generate real change in refugee participation, particularly of women and girls – who are often the first and most frequent victims of violence against civilians?'* - Filippo Grandi, UN High Commissioner for Refugees

*'GCR to adopt a human-rights based approach paying attention to women, children and stateless persons.'* - Côte d'Ivoire

*'The GCR needs to foster inclusion... to recognise that women are 50% of the refugee population and support the empowerment of agency of women and girls.'* – Canada

*'We are a host for LGBTI refugees and provide innovative programs for integration and respect for sexual diversity.'* – Costa Rica

*'Gender is a key issue for the Global Compact on Refugees and must be captured in broader responses... there has to be a monitoring framework for Age, Gender and Diversity.'* - Filippo Grandi, UN High Commissioner for Refugees

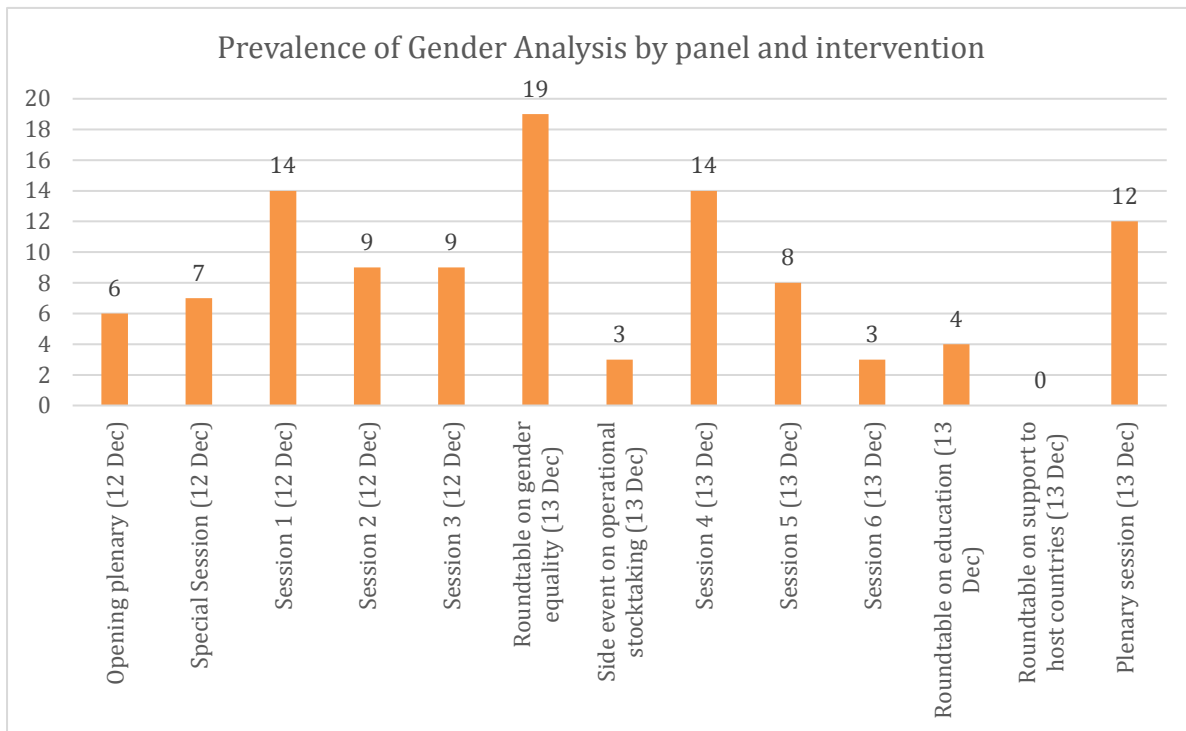
Gender parity was achieved in the Opening and Closing Plenaries of the High Commissioner's Dialogue. The strong leadership and constructive statements made about gender issues by the High Commissioner in the opening plenary and modelled by many of the panel co-chairs had a noticeable flow-on effect to the panels and proceedings, most particularly in the Closing Plenary.

### **Thematic Sessions, Roundtables and Side Event Panels Day 1 and 2**

We again commend UNHCR that across the thematic sessions gender parity was achieved on 2 panels and was close to parity on 2 panels, where in fact women outnumbered men at 3 to 2. However, overall men still outnumbered women, on two panels at ratios of 5 to 1 and 4 to 2 respectively. Parity was achieved in the *Operational Stocktaking of the CRRF* side event but not in the *Special Session on the CRRF* or on any of the Roundtables. While in the *Roundtable events on Gender Equality and Education* women panelists outnumbered men at a ratio of 2 to 1, in the *Special Session on the CRRF* men outnumbered women at a ratio of 3 to 1 and in the *Roundtable on Mobilizing Additional Finances* at 4 to 1.

Overall across the plenaries, thematic sessions and roundtables a total of 34 men versus 25 women acted as panel speakers and panel chairs (See Appendix 2). As a result, the overall percentage of women on panels was 42%. While this is certainly a significant improvement on the results from the October Thematic meetings it is not as strong a result as that achieved at the November Thematic meetings. Once again, as was noted in the Report of the November meetings, this did not always translate into articulation of gender issues, or the specific needs of women and girls.

### **Graph 2: Prevalence of Gender Issues by Panel and intervention**



This graph demonstrates the number of times gender related issues were raised in each panel and plenary sessions at the High Commissioners Dialogue (December 12 and 13, 2017).

*Disclaimer: This graph represents the number of times gender was mentioned within an intervention or presentation. Please note that it was often mentioned multiple times by the same speaker)*

### Contributions of UN and Intergovernmental organisations, INGOs, NGOs and academics

The representatives of UNICEF, ILO, UNHCR and IOM spoke effectively on issues of gender and gender equality whenever appropriate. PLAN International, International Planned Parenthood Federation, Care International, WRC, APPRN and University College London, also made significant and positive interventions and other NGOs and academics mentioned either gender or women and girls. However, many other agencies, academics and inter-governmental organisations represented at the Thematic meetings did not engage substantively with gender considerations and contributed little or no gender analysis.

### Beyond Add Gender and Stir! - Positive Progress on Gender Equality and Gender Inclusion: An Overview

*'We should not mainstream gender into the oblivion- it should be exactly the opposite. We take it to heart and want to bring it forward.'*- Filippo Grandi, UN High Commissioner for Refugees

Pleasingly the findings for this meeting indicate a significant increase (12%) in the number of gender interventions from the November Thematic meetings, as a percentage of the total interventions. (See comparative tables below). Of particular note are the Panels on Reception and Admission and Contemporary Protection Challenges in which 50% and 39% respectively, of all interventions were gendered.

**Table 1: Comparison of interventions referencing gender and total interventions High Commissioner's Dialogue**



High Commissioner's Dialogue on Protection Challenges	Interventions referencing gender	Total interventions	Percentage of interventions referencing gender
<b>12 December, 2017</b>			
Opening plenary	4	21	19%
Special session on lessons learned and good practices in applying the comprehensive refugee response framework (CRRF)	6	27	22%
Session 1: Reception & admission	11	22	50%
Session 2: Meeting needs and supporting communities	6	27	22%
Session 3: Measures to be taken in pursuit of solutions	6	25	24%
<b>13 December, 2017</b>			
Roundtable on gender equality: better protection for all refugees	13	15	87%
Side event: Operational stocktaking of the CRRF by international NGOs	1	3	33%
Session 4: Contemporary protection challenges	9	23	39%
Session 5: Complementarity between the global compact on refugees and the global compact for safe, orderly and regular migration	8	30	27%
Session 6: Strengthening burden- and responsibility-sharing	2	18	11%
Roundtable on education: no one left behind	3	10	30%
Roundtable on support to host countries: mobilizing additional finances	0	4	0%
Plenary session	7	22	32%

**Table 2: Comparison of interventions referencing gender and total interventions (selected panels and side events) November Thematic Meetings**

Thematic Discussion Four: Measures to be taken in pursuit of solutions <i>and</i> Thematic Discussion Five: Issues that cut across all four substantive sections of the CRRF and overarching issues	Interventions referencing gender	Total interventions	Percentage of interventions referencing gender
<b>14 November, 2017</b>			
Panel One: How can we support voluntary and sustainable return?	8	39	21%
Panel Two: How can we expand access to resettlement?	5	24	21%

Panel Three: How can expand access to complementary pathways to admission?	2	18	11%
Panel Four: How can we make local solutions work for refugees and the communities in which they live?	8	31	26%
<b>15 November, 2017</b>			
Panel One: How can we address the root causes of large movements of refugees?	6	53	15%
Panel Two: How can we ensure a whole-of-society response to large movements of refugees and protracted situations?	2	30	20%
Panel Three: In what ways can regional institutions contribute to comprehensive refugee responses?	8	19	11%

**Table 3: Comparison of interventions referencing gender and total interventions (selected panels and side events) October Thematic Meetings**

<b>Thematic Discussion Two: Measures to be taken at the onset of a large movement of refugees and Thematic Discussion Three: Meetings needs and supporting communities</b>	<b>Interventions referencing gender</b>	<b>Total interventions</b>	<b>Percentage of interventions referencing gender</b>
<b>17 October, 2017</b>			
Panel One: How can we better prepare for and respond rapidly to large movements of refugees?	7	37	19%
Panel Two: How can we support States to receive large numbers of refugees in a safe and dignified manner?	3	22	14%
Panel Three: How can we support States to identify persons in need of international protection?	10	34	29%
Panel Four: How can we address specific needs within large movements?	21	31	68%
<b>18 October, 2017</b>			
Panel One: How can we mobilize more resources for humanitarian and development assistance to host States?	4	42	10%
Panel Two: How can we support the inclusion of refugees in national systems and services?	9	36	25%
Panel Three: How can we enhance economic inclusion and promote livelihood opportunities for refugees in a way that benefits host countries and communities?	5	30	17%
Panel Four: How can we bring innovation to humanitarian assistance to achieve greater efficiency, effectiveness, and accountability?	3	18	17%

Side Event: Gender equality and women's empowerment in the GCR	14	15	93%
Side Event: Education	5	14	36%
Side Event: Refugee Voices	0	9	0%
Side Event: CRRF in Practice	4	15	27%

**Table 4: Comparison of interventions referencing gender and total interventions**

	Gender-blind interventions	Interventions referencing gender	Total interventions	% of interventions referencing gender
Thematic Discussions 2 and 3, October 2017 ( <i>with</i> Gender Side event)	146	51	197	26%
Thematic Discussions 2 and 3, October 2017 ( <i>without</i> Gender Side event)	146	37	183	20%
Thematic Discussions 4 and 5, November 2017	171	39	210	19%
High Commissioner's Dialogue ( <i>with</i> Roundtable on Gender Equality), December 2017	169	75	244	31%
High Commissioner's Dialogue ( <i>without</i> Roundtable on Gender Equality), December 2017	167	62	229	27%

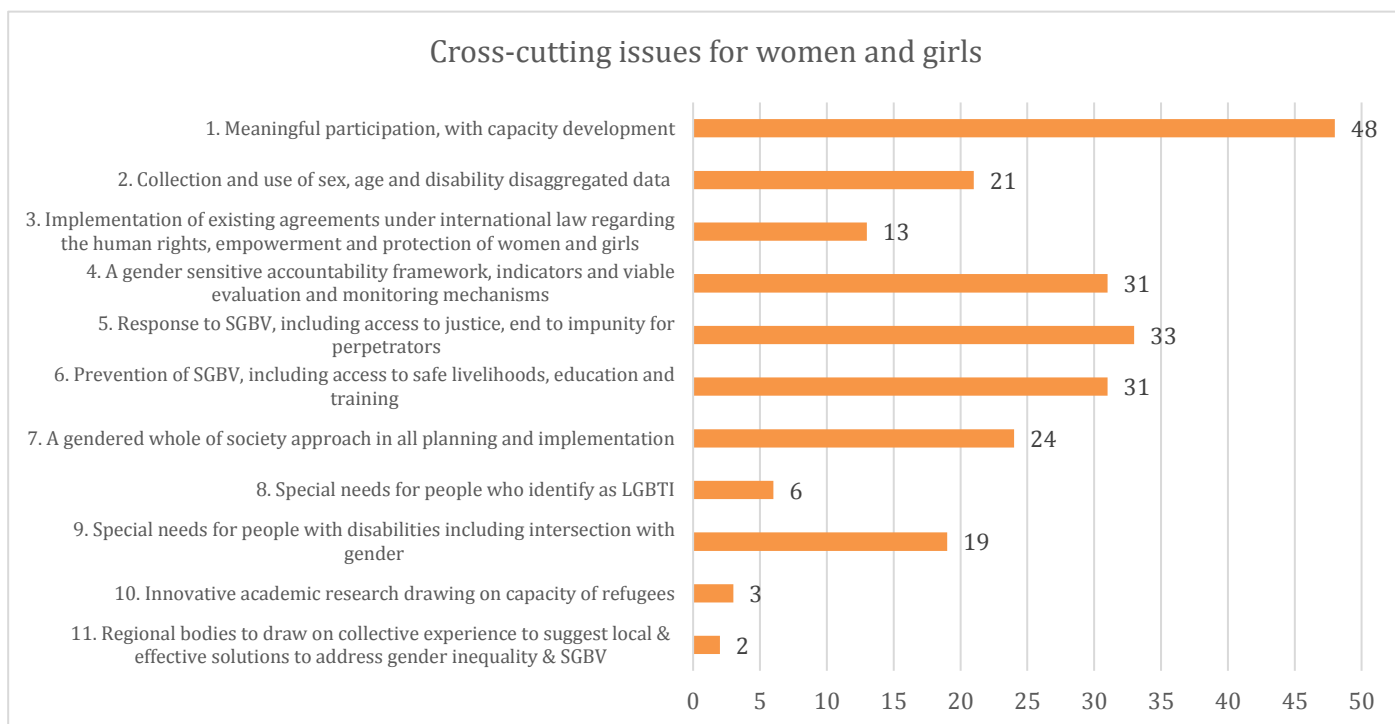
## **Part 2: Content analysis and recommendations**

### **II. High Commissioner's Dialogue on Protection Challenges: "Towards a global compact on refugees"**

This section of the report provides a gendered analysis of the content of the panel presentations, interventions and recommendations from High Commissioner's Dialogue held in December 2017. In keeping with the aims of the Dialogue to 'further consider and refine possible components of the Programme of Action based on the summary conclusions from all five thematic discussions', it documents key gender issues, gaps and recommendations made during each session. It is noted that while few recommendations emerged beyond those already documented from the five Thematic meetings that many key recommendations received frequent or deeper emphasis. In particular there was an increased focus on the incidence and impact of sexual and gender-based violence and its recognition as a major issue not only in interventions from the floor but also by panelists. As demonstrated in Graph 3 below the importance of both prevention and effective responses to sexual and gender-based violence was the issue most often

mentioned (64 times). The second issue most often mentioned was the meaningful participation of women (48 times).

**Graph 3: Gender analysis of interventions and presentations according to the Gender Audit team’s checklist of cross-cutting issues**



This graph demonstrates the gender analysis of interventions and presentations according to the Gender Audit team’s checklist of cross-cutting issues for women and girls (see Appendix 4). *Disclaimer: This graph represents a total number of times gender was mentioned within an intervention or presentation.*

### Crosscutting recommendations

**These recommendations were most consistently made by all stakeholders and cross-cut all four pillars:**

- i. That the direct links between sexual and gender-based violence and gender equality, both as a cause and a barrier to gender equality is specifically mentioned in each of the four pillars of the PoA and that this strong link be recognised and addressed through the implementation of existing international law and policy on women’s and girls’ human rights and gender equality and funding which addresses both issues simultaneously<sup>5</sup>.
- ii. Gender, age, disability and where feasible to do so, diversity disaggregated data (SADDDD) must be incorporated into every aspect of planning and delivery of services and durable solutions<sup>6</sup>.
- iii. Good quality sexual and reproductive health services including psychosocial support must be part of all solutions.
- iv. That a gender analysis tool, a gender equality accountability framework with indicators and viable monitoring and evaluation mechanisms, be developed to ensure that commitment to gender equality

<sup>5</sup> Key cross-cutting recommendation from Roundtable on Gender equality: better protection for all refugees.

<sup>6</sup> Key cross-cutting recommendation from Roundtable on Gender equality: better protection for all refugees and Operational stocktaking of the CRRF by international NGOS

made in all four pillars of the PoA are transformed into effective protection, services and solutions for all refugees, recognising the rights, needs, priorities and capacities of age and diversity groups, including older people, people with a disability, and LGBTI people<sup>7</sup>.

- v. That the full, equal and meaningful participation of refugee women, men, girls and boys be mandated at all levels of refugee protection, in flight, reception, camps, urban sites, local settlement, resettlement, peacebuilding and conflict resolution and throughout the operations management cycle. Proactive and effective support will be provided to all refugees to ensure that they are able to contribute their maximum potential, recognising that women and girls may need particular support to overcome ongoing barriers to their participation. Measures will be taken to ensure that marginalized groups such as people with a disability, youth, children, older people, people belonging to national, ethnic, linguistic, religious minorities or indigenous groups, and lesbian, gay, bisexual, transgender and intersex people (LGBTI) are given equal opportunities for self-representation and decision-making<sup>8</sup>.
- vi. Gender-sensitive and child appropriate screening procedures, and guidelines for asylum decision-makers should be developed, and access for women and children to individual registration, guaranteed as a critical aspect of protection measures.<sup>9</sup>
- vii. Planning and programming, must incorporate implementation of existing agreements under international law regarding the human rights, empowerment and protection of women and girls.
- viii. Gender equality must be reflected in all sections of the PoA and we must call on all actors to respond to and prevent sexual and gender-based violence<sup>10</sup>.
- ix. A rights-based approach must be utilised, guiding language, action, practical action and application, reflecting a strong gender dimension, acknowledging the differentiated impacts that actions can have on women and girls, by an age dimension, and by diversity dimensions.
- x. Financial planning for situations of conflict must also support local women's networks and organisations.
- xi. That a framework be developed to support the rapid and context specific mobilisation of Global Refugee Response groups and to quickly raise resources to support monitoring of measurable outcomes. This should involve the active participation of regional organisations and refugees with an emphasis on gender parity<sup>11</sup>.
- xii. That as the protection of women and girls, in particular from sexual and gender-based violence is a major cross-cutting issue, the GCR have a gender advisory group which mirrors the GCM gender advisory group<sup>12</sup>.
- xiii. That an accessible and regularly updated Community of Practice be specifically developed and resourced to guide implementation of the PoA.<sup>13</sup>

## Opening and Closing Plenaries

<sup>7</sup> Key cross-cutting recommendation from Roundtable on Gender equality: better protection for all refugees.

<sup>8</sup> Key cross-cutting recommendation from Operational stocktaking of the CRRF by international NGOs

<sup>9</sup> Key cross-cutting recommendation from Panel 1: Reception and admission.

<sup>10</sup> Key cross-cutting recommendation from Roundtable on Gender equality: better protection for all refugees.

<sup>11</sup> Key cross-cutting recommendation from Panel 1: Reception and admission.

<sup>12</sup> Key cross-cutting recommendation from Panel Five: Complementarity between the Global Compact on Refugees and the Global Compact for Safe, Orderly and Regular Migration

<sup>13</sup> Key cross-cutting recommendation from the Opening Plenary.

## Opening Plenary

The High Commissioner's opening remarks which highlighted the importance of supporting the participation of women and girls and the recognition that they are often first and most frequent victims of violence provided an important framework for the meeting. However, in all other respects, with the exception of a strong gender presentation by Her Excellency Ms. Ana Helena Chacón Echeverría, Vice President, Costa Rica who emphasised the importance of safe admission and the early identification of sexual and gender-based violence survivors, all other panel presentations were completely gender-blind. However, despite the lack of gender focus from the panelists, seven strongly gendered interventions were made from the floor and several others through pigeonhole. The delegate from Brazil emphasised the importance of increased government collaboration across all durable solutions with a focus on meeting the needs of as women at risk, people with disability and children. The representative from Côte d'Ivoire noted the importance of the GCR adopting a human rights-based approach which pays attention to women and children. The representatives of both the governments of Canada and Australia echoed the High Commissioner's remarks in also highlighting the importance of actively supporting the empowerment, agency and inclusion of women. Tina Dixson representing the Gender Audit team called for clear commitments to develop and resource a Community of Practice to assist States in their efforts to address sexual and gender-based violence and to fully implement gender, age and where feasible, diversity sensitive approaches.

### Recommendations included:

- That the GCR adopt a human rights-based approach paying attention to women, children and Stateless persons.
- That the GCR foster inclusion, development of inclusive policies which recognise that women are 50% of the refugee population and outline strategies to support the empowerment and agency of women and girls.
- That all States commit to expanding durable solutions and complimentary pathways and to meet the needs of vulnerable people such as women at risk, people with disability and children.
- That discriminatory elements of gender race and religion are removed from national laws.

## Closing Plenary

*'We should not mainstream gender into the oblivion, it should be exactly the opposite. We take it to heart and want to bring it forward.'* - Filippo Grandi, UN High Commissioner for Refugees

In direct contrast to the Opening Plenary, the Closing Plenary was strongly gendered. Five of the six summary reports from the Thematic sessions included a strong focus on gender issues and the High Commissioner's closing remarks spoke to his strong commitment to ensuring that gender issues are fully and comprehensively addressed in the PoA. Several States also took to the floor to emphasise their commitment to gender issues and the importance of these being reflected across the PoA. Canada, again highlighted the need for gender sensitive monitoring mechanisms to be developed and importantly called for the ongoing involvement of refugee women and youth in the development of the PoA.

There was also a significant focus on gender issues on Pigeonhole with interventions relating to gender concerns receiving the highest number of votes in all sessions (See Appendix 4 for Pigeonhole interventions). The High Commissioner Filippo Grandi made a particular note of this in his closing remarks emphasising that *'gender is a key issue for the Global Compact on Refugees and must be captured in broader responses...there has to be a monitoring framework for Age, Gender and Diversity.'*

**The recommendations shared in the Panel Summary reports presented in the Closing Plenary are included under the relevant Thematic sessions below.**

### **Panel One: Reception and Admission**

#### **Key gendered issues raised in the panel session**

*'Refugee women and girls are vulnerable to trafficking. These crimes occur in camps and early stages of arrival. We need to ensure effective and early registration to reduce the risk of being targeted.'* - Belarus

*'Need for gender-sensitive admission and reception mobilisation and need to account for the challenges of mixed flows, improving coordination of state efforts.'*- Australia

*'Combatting sexual exploitation, corruption effects on women, people with disabilities and elderly and other vulnerable people because of their greater need for services. The avenue for complaints needs to be there, including the importance of registration of women on individual basis and education for young people and children to have attention in GCR.'* -Switzerland

Gender issues were effectively addressed in this session. Both co-chairs mentioned gender concerns in their opening remarks and/ or closing remarks. UNHCR Co-chair Assistant High Commissioner for Protection, Volker Turk emphasised that special attention must be paid to the Age, Gender and Diversity dimension and to mainstreaming gender equality approaches. Following this, while only one of the four speakers, Dr. Elena Fiddian-Qasmiyeh, addressed gender concerns, she did so extensively. Among other things she discussed the importance of adopting an intersectional approach which recognizes how the dimensions of gender, religion, ethnicity, sexual orientation, disability influence displacement experiences and the importance of strengthened institutional capacity for gender sensitivity. This excellent presentation paved the way for 12 strong and constructive gendered interventions from the floor, 8 from States. Of particular note was the brief intervention from Apajok Biar, Gender Audit team who took to the floor to thank those who had intervened before her for their strong and clear commitment to gender, stating that she had nothing further to add as they had said it all. In his closing remarks Volker Turk noted that a number of core thematic issues had been raised in the interventions and also on Pigeonhole. These included the importance of paying particular attention to the needs of women and girls and their inclusion in decision-making, the need to address sexual and gender-based violence, to provide psychosocial support but most importantly to implement gender-sensitive monitoring and evaluation to make sure that the needs of women and girls are met.

#### **Recommendations included:**

- That gender-based violence, including sex-selective massacres and genocide, that may not include sexual violence also requires an increased focus in policy and practice.
- That capacity strengthening for gender sensitivity needs to include training on women, men and children's gender protection needs.
- That government, national and international actors should make sure to identify the specific needs of children, especially unaccompanied, women, victims of sexual and gender-based violence and other violence, elderly and others who have specific needs.
- That effective and early registration occurs to reduce the risk of refugee women and girls being targeted by traffickers in camps and during the early stages of arrival.

- That concrete actions to support people with disability, women at risk, the elderly, children and trafficked people be included in the PoA.
- That in all registration contexts the definition of family be broadly interpreted.
- That capacity building occur at the national level to ensure that girls and boys benefit from the right to education.
- That all displaced women have access to services regardless of their immigration status or asylum claim particularly for sexual and gender-based violence survivors.
- That displaced children who have experienced sexual violence require sexual and reproductive health services including psycho-social support.

## **Panel Two: Meeting needs and supporting communities**

### **Key gendered issues raised in the panel session**

*'Different needs for men and women must be borne in mind and responses must respond to priority needs'- Switzerland*

*'Particular attention to ensure the livelihoods of women has been shown to be effective in anti-poverty strategies'. - Brazil*

Gender issues were also effectively addressed in this session. Three of the male panelists including the co-chair from the World Bank Mr. Xavier Devictor, discussed gender issues in their opening remarks. They recognised the importance of action on exploitation and sexual violence and noted that women and girls and those with a disability are most at risk in displacement. The Permanent representative from Turkey, H.E. Amb. Ali Naci Koru, shared many good practices developed during the Syrian refugee crisis including special measures to support the enrolment of girls in schools and to provision of childcare to support women's participation in vocational training programs. These presentations were followed by strong gendered interventions from Brazil, Switzerland, Kenya, Canada, Plan International and the Gender Audit team. These included the importance of effective livelihoods strategies for women and measures to ensure adolescent girls access to education.

### **Recommendations included:**

- That women and girls, youth, those with disability and other particularly at-risk groups are included and consulted on their needs.
- That particular attention be paid to ensure women's access to vocational training and livelihoods as part of effective anti-poverty strategies.
- That the particular needs of young women be systematically included in the PoA and that they be included as active partners in the CRRF roll out.
- That programs to prevent and respond to sexual and gender-based violence, include support and resources for the provision of psychosocial support by refugee women for their peers.



### Panel Three: Measures to be taken in pursuit of solutions

#### Key gendered issues raised in the panel session

*'The Programme of Action will offer entry points, such as in cash-based interventions. Our experience shows that when women are the beneficiaries of cash, the program has a greater impact. Also, during repatriation, women need to be supported in order to preserve the new economic empowerment they may have gained while refugees.'*- Brazil

*'Paradigm shift and collaborative framework of responsibility-sharing of durable solutions and pathways for women at risk, stateless Persons and those with a disability.'* - Brazil

*'Access to decent work with special attention to the most vulnerable including women and girls.'*- Netherlands

*'Economic independence without social support, women's organisations must be factored into all the work we do.'* - Switzerland

Overall, gender concerns were also effectively discussed by most speakers on this panel. Three of the panelists mentioned gender issues in both their presentations and closing remarks. Christian Friis Bach, Danish Refugee Council noted the very high incidence of rape that has occurred in Sudan. Fraser Valentine, Refugees and Citizenship, Canada spoke to the importance of durable solutions being gender sensitive and protection driven, and José Luis Jácome Guerrero, Ministry of External Relations and Human Mobility, Ecuador noted the importance of a gendered and intersectional rights-based approach in all responses. Four interventions from the floor also addressed gender concerns. These included the importance of involving refugee women and refugee women organisations in all aspects of the CRRF and the PoA. In her closing remarks the UNHCR Co-Chair, Ninette Kelly noted the importance of involving women in peacebuilding and post return monitoring.

#### Recommendations included:

- That a mixed migration monitoring mechanism must be developed to focus on the most vulnerable such as women and children who have experienced sexual and gender-based violence.
- That women and youth be centrally involved in all returns processes including in peacebuilding and post return monitoring and that technical and financial support be made available to support this.
- That the capacity of local police and authorities be built to handle cases of sexual abuse.
- That women's organisations must be factored into all aspects of the CRRF and the PoA.

### Panel Four: Contemporary protection challenges

#### Key gendered issues raised in the panel session

*'Sexual and gender-based violence is a major protection challenge we should recognise.'* - Sweden

Gender issues were very effectively addressed in this session. Both co-chairs provided introductory gender remarks and all the panelists raised gender concerns in either their opening remarks or in response to interventions for the floor. Co-chair, Carolyn Miles, Save the Children, raised concerns about the increase of forced marriage of girls as young as 12. UNHCR Co-chair Carol Batchelor noted that many of the protection problems experienced by women and girls though not new, needed new approaches, particularly at the National level to restore protection. Mr. Jean-Louis de Brouwee from the European

Commission outlined the urgency to address sexual and gender-based violence, most particularly at the onset of any crisis. Mr. Claudio Cordone, UNRWA, Lebanon noted the critical role that access to education plays in addressing gender-based violence in schools and in preventing young women from dropping out due to early marriage. Professor Walter Kälin, Platform on Disaster Displacement emphasized the importance of sex and age disaggregated data. Ms. Lubna Al-Waeli, Legal Clinic Network, Iraq noted that as women and children are in the majority that their needs, along with those of people with a disability must be considered in all project design. Interventions from UNICEF and BRAC focused on the importance of addressing the protection needs of girls and adolescent girls. The representative of Germany noted that while women and girls were most commonly affected by sexual and gender-based violence that in certain circumstances men and boys were also at heightened risk. Plan noted the risks faced by Women Human rights defenders who are often forced to flee.

**Recommendations included:**

- That sexual and gender-based violence prevention and responses must target men and boys at risk as well as women and girls.
- That temporary relocation models be developed to provide safe-haven options for women human rights defenders at risk.
- That mobile health clinics be developed for improved monitoring of pregnant women supported by enhanced reproductive health data collection methods.

**Panel Five: Complementarity between the Global Compact on Refugees (GCR) and the Global Compact for Safe, Orderly and Regular Migration (GCM)**

**Key gendered issues raised in the panel session**

This panel differed from the others in several ways. Firstly, none of the panelists made any reference to gender in their presentations. However secondly and most importantly, with the support of Co-chair Volker Turk, who on several occasions provided the right of reply, some excellent gendered discussion was generated between those intervening from the floor and the panelists. This also generated some further dialogue between panelists which overall lead to a very effective and strongly gendered session and a series of very thoughtful recommendations. This suggests that an increasing number of States and other stakeholders, recognised the importance of a gender analysis and were actively reflecting gender concerns in their interventions. In his closing remarks, Co-chair Volker Turk noted the importance of human rights principles underpinning both Compacts and of specifically drawing on the women's human rights regime to support a strong gender focus.

**Recommendations included:**

- That a coherent approach to gender concerns be reflected across both the GCR and the GCM. This should include cross-cutting issues for both refugees and migrants but should in no way undermine the distinction.
- That both the GCR and the GCM and the work of UNHCR and IOM be underpinned by a human rights- based approach and be gender responsive.
- That UNHCR and IOM develop shared standard gender-sensitive operating procedures to ensure that both refugee and migrant victims of trafficking are identified.
- That gender-sensitive evaluations methodologies be developed to monitor the implementation of both the GCR and the GCM.

## Panel Six: Strengthening burden and responsibility-sharing

*'Women play key roles in the communities and they are resourceful. The inclusion of men and women in any decision-making processes is essential'. - Kelly Clements, UNHCR Deputy High Commissioner*

Sadly, this session was almost completely gender blind. Despite the introductory remarks by the UNHCR Co-chair, Deputy High Commissioner Kelly Clements, none of the panelists addressed gender issues. The highlight of this panel from a gender perspective was the one strong intervention by a male refugee youth delegate who addressed the importance of engaging young people in combatting violence against women and girls. There were no other gendered interventions from the floor.

**There were only one specific recommendations on gender in this session. However, many of the general recommendations listed above apply equally in this context.**

- That young people must be supported to access education and labour markets as they have much to contribute to their new societies and can play an important role in combatting the violence against women and girls and in child protection.

## Special session on lessons learned and good practices in applying the comprehensive refugee response framework (CRRF)

*'NGOs made significant contributions in the rollout countries and in the regional processes, provided best practices on refugee participation, gender, women and children and provided strong global advocacy.'* - Daniel Endres, UNHCR

This session included some recognition of gendered issues including the importance of identifying best practices on responding to the needs of refugee women and of engaging them in solutions. While a selection of the CRRF pilot countries shared good practices from the floor, only Mexico and Costa Rica shared gendered examples. The representative of Costa Rica outlined best practices in asylum for LGBTI refugees, supported by innovative programs for integration and respect for sexual diversity. The representative of Mexico outlined some of the gender sensitive strategies developed for the protection of particularly vulnerable groups in shelters including indicators on the protection of girls and unaccompanied minors.

Following these contributions, the general debate continued from the opening plenary and these recommendations have been included in the Opening Plenary section above.

## Roundtable on gender equality: better protection for all refugees

*'One of the greatest barriers to gender equality is sexual and gender-based violence.'* - Apajok Biar, South Sudan Voices of Salvation

*'If women participate fully in making decisions and refugee-led and women-led organisations are supported with adequate resources, this planet can be a better place.'* - Marot Touloung, Refugee Youth Delegate

*'People are at risk, or at heightened risk, they are not 'vulnerable' per se...refugee women, children and men are vulnerable TO violence, vulnerable TO inequality...we need to challenge the structures which create heightened risk and vulnerability to persecution, and the terminology used in the Global Compact on Refugees must reflect this.'* - Elena Fiddian-Qasmiyeh, University College London

*'sexual and gender-based violence underpins all of the CRRF pillars and we need concrete action'.* - Caroline Sergeant, World Bank

This panel was widely commended by States, NGOs and UNHCR as one of the most impactful of the Dialogue. The panel was co-organised by the Forced Migration Research Network, UNSW Australia and the Women's Refugee Commission, in partnership with UNHCR's Gender Equality and sexual and gender-based violence Units. It was ably chaired by Assistant High Commissioner, Volker Turk who again emphasised the importance of fully mainstreaming gender concerns. Panelists included three women from refugee back grounds: Tina Dixson, Apajok Biar and Cheery Zahau, a refugee male youth Marot Touloung and Caroline Sergeant from the World Bank. Each spoke powerfully and from personal experience to a range of issues affecting women and girls and their communities and made several well targeted and concrete recommendations. The high incidence of sexual and gender-based violence and its impact on women and girls as well as on men and boys was a strong theme across the presentations. Apajok Biar spoke about the way in which systematic rape is used as a method of controlling communities and destroying families and is both the cause of flight and a risk during flight. Cheery Zahau discussed the impact of the lack of access to justice on the victims of sexual violence and their subsequent increased vulnerability to sexual violence at home, at the workplace, in public places and schools. She also noted that refugee women are not just victims, but survivors and agents of change. Marot Touloung addressed the lack of female leaders in the settlements in Uganda and asked why we don't have more women involved in decision-making bodies. Tina Dixson emphasised the fact that gender and diversity are cross-cutting issues and are equally important in all stages of displacement. She shared several examples of the impact of the failure to think gender and diversity in situations including registration and emergency shelters, where the failure to do so can exponentially increase risks for women and vulnerable groups including women with a disability and transgender women. She spoke of sexual violence against lesbian women who are subjected to corrective rape as a way to enforce normalised sexual and gender identities by strangers, family members or husbands and of the many lesbian women human rights defenders who experience sexual torture at the hands of police.

Caroline Sergeant drew these key points together to emphasise the way in which sexual and gender-based violence underpins all the pillars and requires concrete actions. Among other things this must include enhanced economic opportunities for women, and support for the training programs, as well as the active inclusion of women in all program design. She also noted the importance of data in understanding impact on individuals and shaping policies and programs and therefore the need to prioritise sex, age and **diversity** disaggregated data. The presentations were followed by 16 interventions from States and NGOs, all gendered except for one general remark relating children's right to play and one on the role of sport.

### **Recommendations included:**

- That the diversity and specific needs of groups, such as LGBTI or people with disabilities, at heightened risk of sexual and gender-based violence, must be recognised.
- That women and girls must be registered as individuals and have access to their own documentation, land and property independently from men.
- That detention should only be used as a last resort and that children should never be detained. However, whenever it is used, conditions must consider women's and children's needs, including provision of sanitary materials.
- That resources must be provided to women's organisations and programs to support equal access to education and employment opportunities including for the recognition of their formal and non-formal skills.
- That special emphasis is placed on the needs of the girl children in school, where provision of needs such as sanitary pads should be made a non-negotiable standard.

- That a group of gender equality standby experts who can be deployed to governments and others to support building capacity on gender awareness and understanding be appointed.
- That the Action Plan to implement the 2001 High Commissioner's Commitments to women be released before the end of 2017 and contain accountability measures.

### Side event: Operational stocktaking of the CRRF by international NGOs

This panel had a very strong focus on the importance of refugee participation however only two of the six panel presentations were gendered. Fionna Smyth, Head of Humanitarian Policy, Advocacy Campaigns, Oxfam Great Britain, emphasized the importance of putting refugee voices at the heart of everything and of including refugee women's groups in problem analysis. Mr. Christian Friis Bach, Secretary General, Danish Refugee Council called for greater use of technology to support refugee participation and to support improved protection including through mapping incidences of rape and sexual violence. One of the three interventions from the floor from Translators without Borders emphasized the importance of accessible translation and language services for all refugees and in particular women from minority ethnic groups, whose inability to communicate may prevent them speaking out about the abuses they have faced.

#### Recommendations included:

- That data on the languages refugees speak and understand, should be systematically collected and resources earmarked to support translation and communication. This should include a particular focus on women.

### Roundtable on education: no one left behind

*'Traumatic experience of refugee children (boys and girls) needs to be addressed through psycho-social services'. – Ambassador, Permanent Representative, Norway*

*'When access to education is guaranteed to a woman, a woman realises her potential, contributes to her family, and contributes to her communities'. -Safia Ibrahimkhel, Refugee Youth Delegate*

In this panel only two of the five speakers addressed the needs of girls and women in accessing education. Safia Ibrahimkhel, Refugee Youth Delegate outlined the importance of supporting women and girls access to education to both realise their individual potential but also to support their active contributions to the community. This was supported by another youth delegate from the floor who noted the importance of training teachers to assist students, both girls and boys who have experienced violence and abuse

#### Recommendations included:

- That psychosocial services be made available to girls and boys who have experienced trauma and abuse and that teachers receive training in effectively meeting their needs.

### Roundtable on support to host countries: mobilizing additional finances

While a critically important panel with effective discussion of the need for more innovative funding models to direct greater support to host countries, there was no mention of gender issues related to the lack of resources or of the different needs women and girls in this panel or any of the interventions.

## Moving forward: Rationale for a sustained focus on gender

In order to ensure a major commitment to gender equality in the GCR we must ask ourselves what are the outcomes if we fail to do this? For example, if we do not identify the barriers to education that older girls face when they do not have access to sanitary materials, it means that one week a month they miss school. We miss the girls' accounts of being forced to have sex with teachers in exchange for grades and school books and their fear of rape as they walk to school. If we don't ask what are the risks that women and girl asylum seekers face at sea, we don't hear, as noted by UNHCR, that 100% have experienced rape and sexual violence<sup>14</sup>. If we don't ask how single mothers, sometimes with a child of rape, survive alone on a single person's rations in a camp, we don't hear that for most women survival sex is the only option for survival.

### **Key Process Recommendations to be Addressed**

*UNHCR is urged to fully address these recommendations in the draft Programme of Action.*

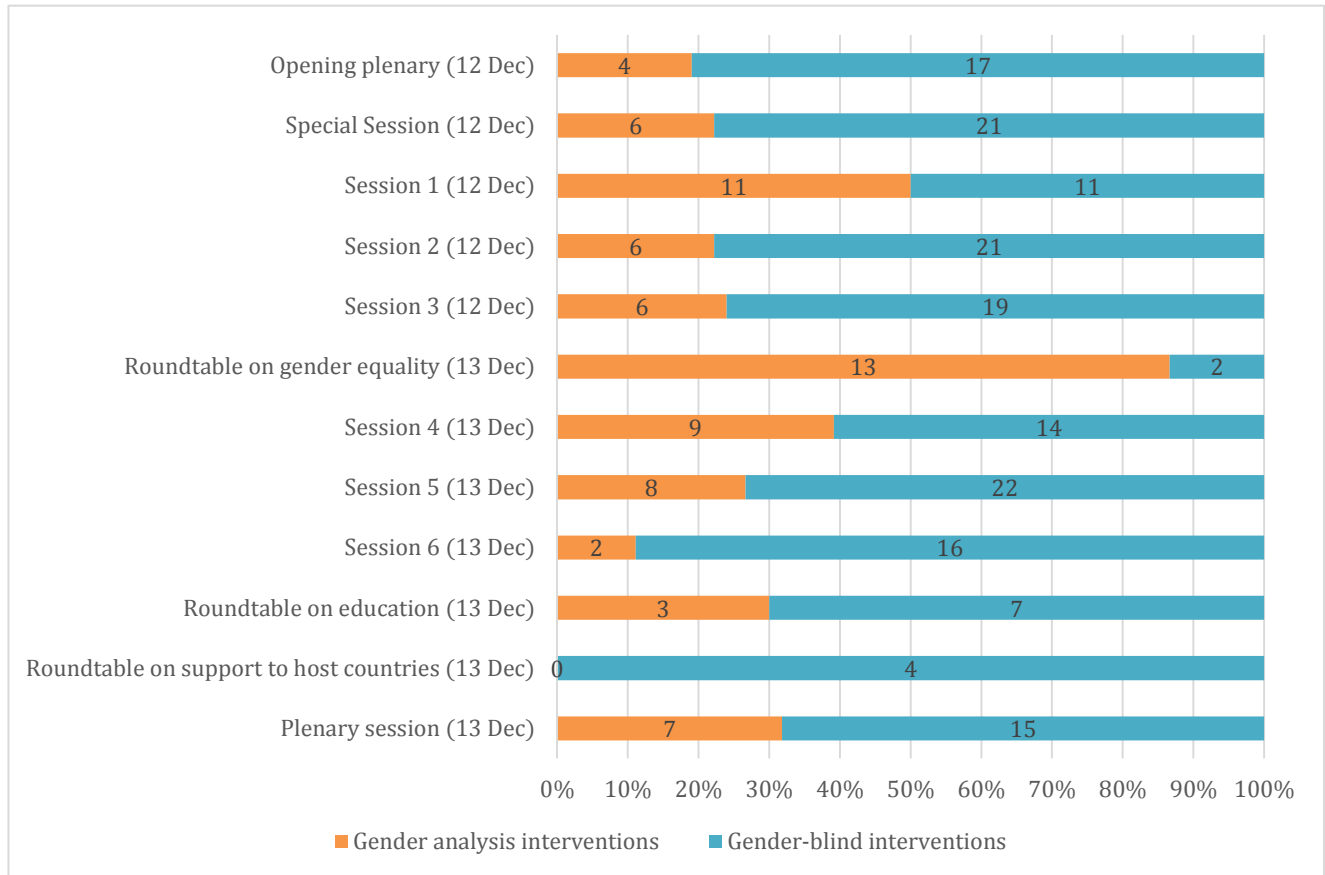
1. The many excellent gendered recommendations made across the Thematic Meetings should inform the drafting process to prioritise areas for action and to suggest sustainable and achievable programs and practice for inclusion in the PoA and a community of practice to guide its implementation.
2. Actions to promote gender equality should be mainstreamed across all recommendations and actions tabled in the four pillars of the PoA. The final draft should be audited to ensure this has happened before it is released for final discussion and debate. To support this work the Gender Audit team have produced a summative final Gender Audit Report and summary of both cross-cutting and Pillar specific gender recommendations.

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<sup>14</sup> UNHCR, 'Side event: Protection at sea', GCR Thematic discussion two (17 October 2017)

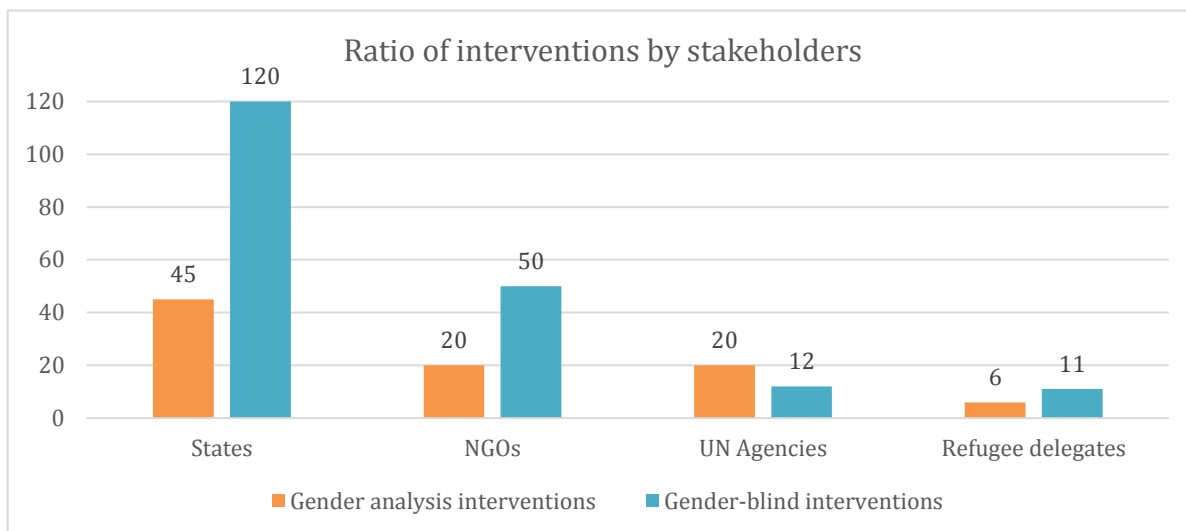
## Appendix 1: Data Graphs

**Graph 4: Gender audit of the total number of interventions by Session, 12 and December**



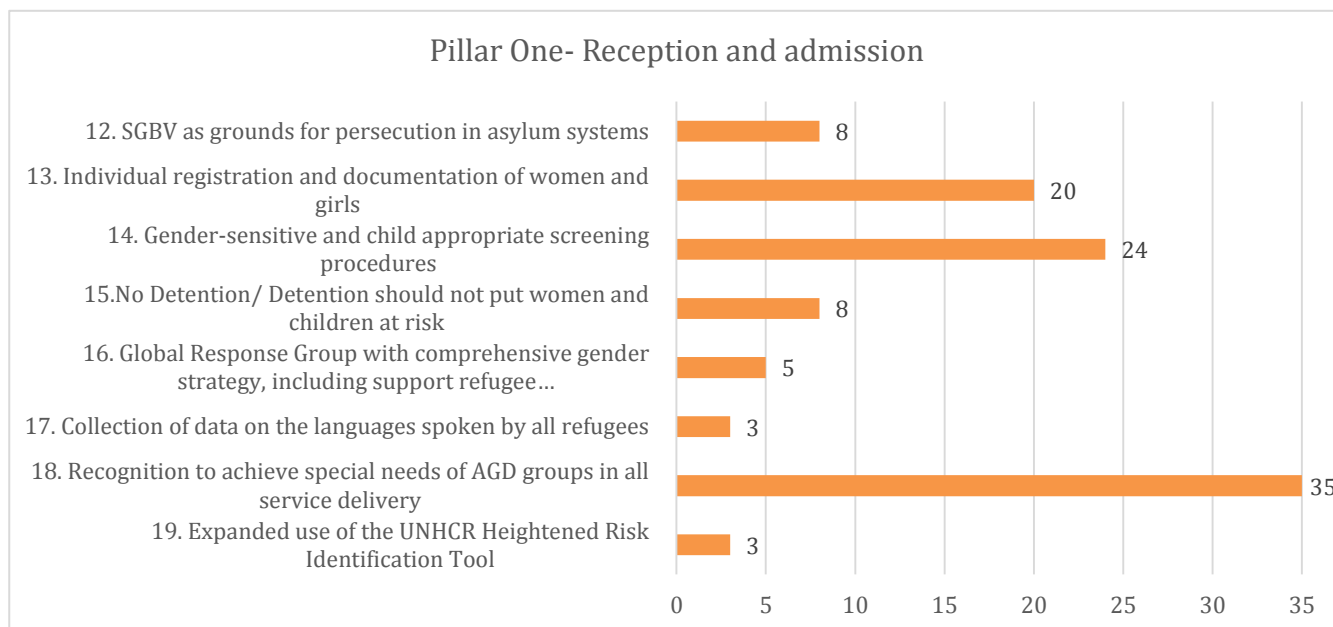
This graph demonstrates the percentage of specifically gendered interventions of 100% of all interventions in each panel and side event. As per the legend, the blue ratio represents the gender-blind interventions to all presentations, whereas the orange ratio represents interventions that considered a gender analysis. As evidenced in the graph above, the ratio of gender-blind interventions consistently dominated interventions that included some gender analysis, with the exception of the Roundtable on Gender Equality and Session 1. *Disclaimer: This graph represents statistical quantity of interventions and may have several gender related points within one.*

**Graph 5: Ratio of gender lens application interventions by stakeholder**



This graph demonstrates the ratio of specifically gendered interventions by stakeholder groups, including States, NGOs, UN Agencies and refugee delegates. As per the legend, the blue bar charts represent interventions by stakeholders that were ‘gender blind’, meaning these interventions were considered without a gender lens application. While the orange bar charts represent those interventions that considered a gendered analysis. As seen in the graph, gender blind interventions from States, NGOs, UN Agencies and refugee delegates outnumbered interventions that considered a gender analysis. *Disclaimer: This graph represents statistical quantity of interventions and may have several gender related points within one. Gender analysis presented by panelists is counted as one unit per presentation. Gender audit team interventions are not included.*

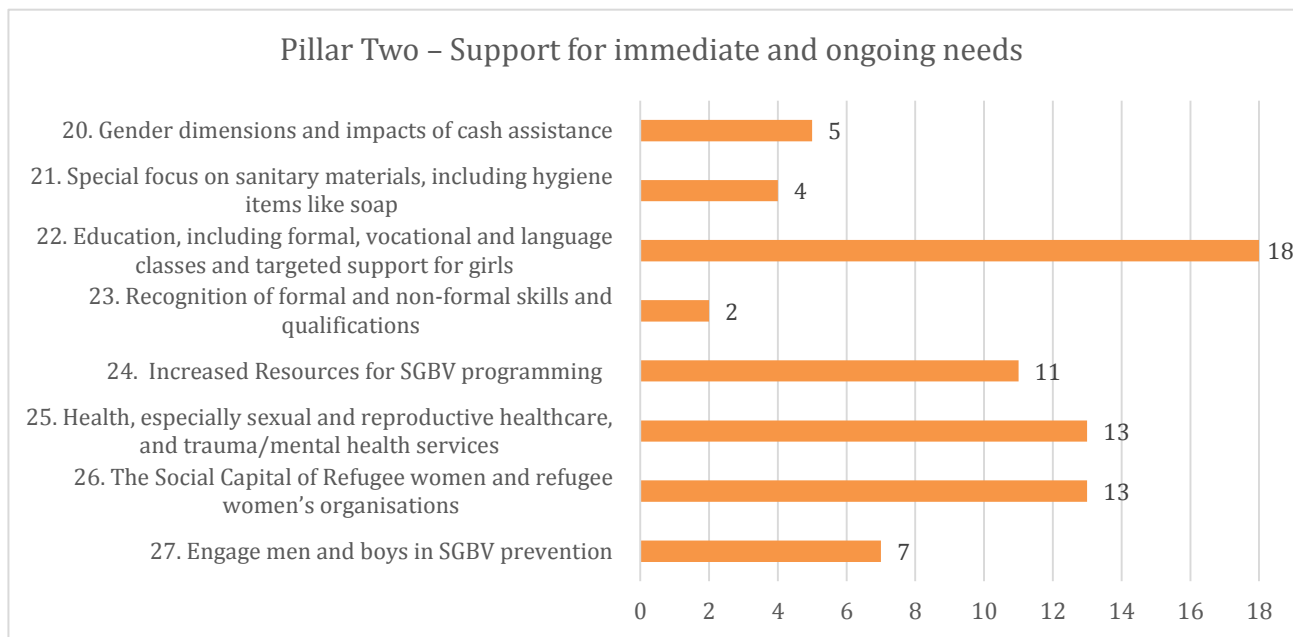
**Graph 6: Applied Gender Analysis in Presentations and Interventions according to the Gender Audit team’s checklist by Thematic Area: Pillar One – Reception and admission**



This graph demonstrates the gender analysis of interventions and presentations according to the Gender Audit team’s checklist of cross-cutting issues for women and girls (see appendix 3). *Disclaimer: This graph represents a total number of times gender was mentioned within an intervention or presentation.*

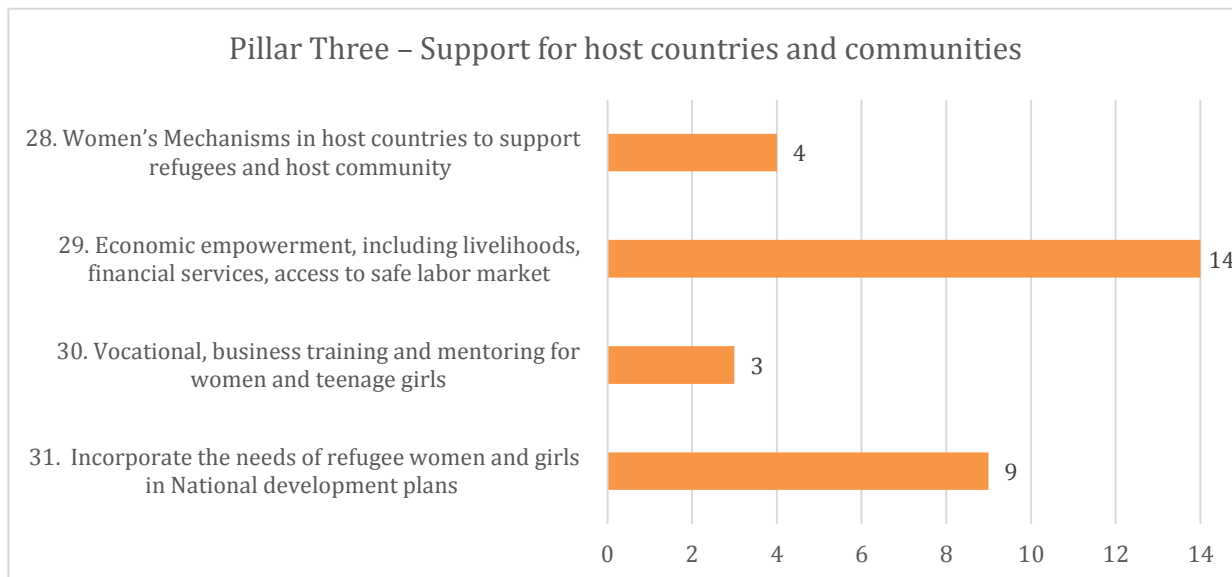


**Graph 7: Applied Gender Analysis in Presentations and Interventions according to the Gender Audit team’s checklist by Thematic Area: Pillar Two – Support for immediate and ongoing needs**



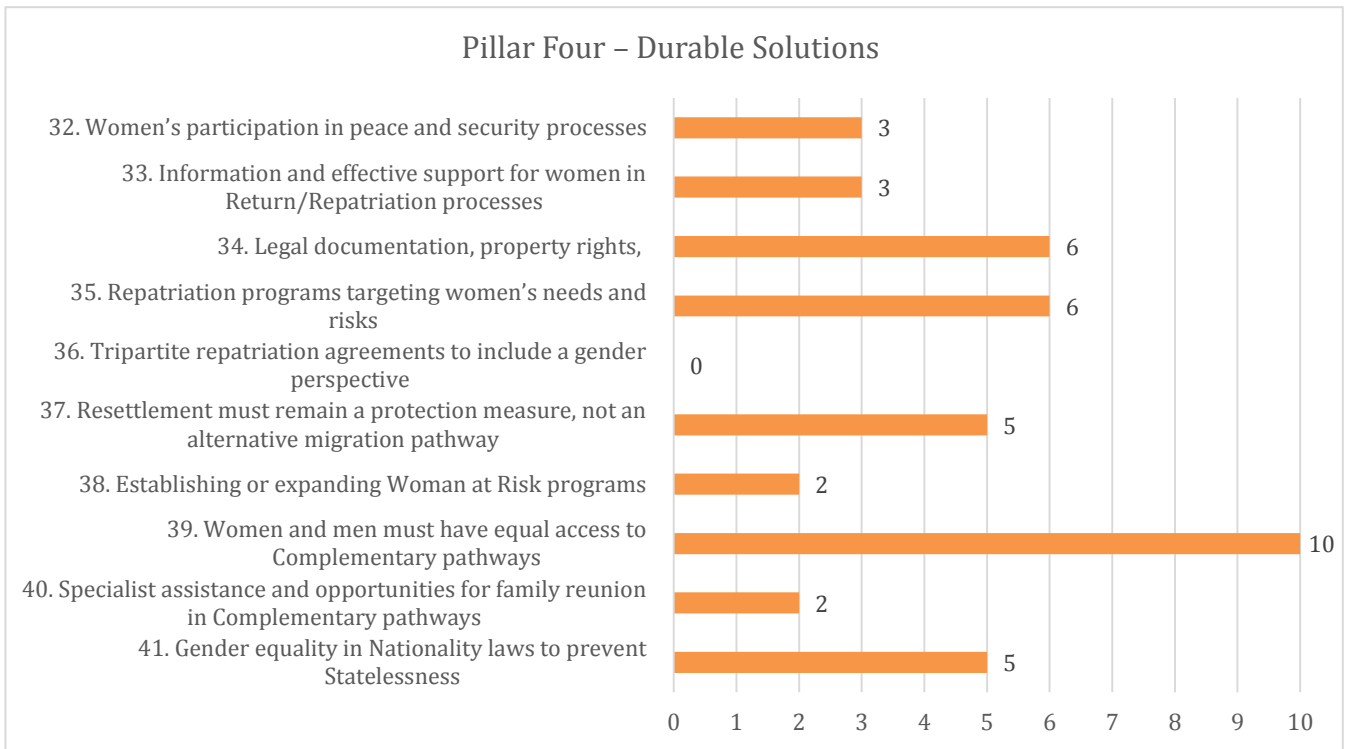
This graph demonstrates the gender analysis of interventions and presentations according to the Gender Audit team’s checklist of cross-cutting issues for women and girls (see appendix 3). *Disclaimer: This graph represents a total number of times gender was mentioned within an intervention or presentation.*

**Graph 8: Applied Gender Analysis in Presentations and Interventions according to the Gender Audit team’s checklist by Thematic Area: Pillar Three – Support for host countries and communities**



This graph demonstrates the gender analysis of interventions and presentations according to the Gender Audit team’s checklist of cross-cutting issues for women and girls (see appendix 3). *Disclaimer: This graph represents a total number of times gender was mentioned within an intervention or presentation.*

**Graph 9: Applied Gender Analysis in Presentations and Interventions according to the Gender Audit team’s checklist by Thematic Area: Pillar Four – Durable Solutions**



This graph demonstrates the gender analysis of interventions and presentations according to the Gender Audit team’s checklist of cross-cutting issues for women and girls (see appendix 3).

## **Appendix 2: Gender composition of panellists**

<b>High Commissioner's Dialogue on Protection Challenges</b>	<b>Female</b>	<b>Male</b>
<b>Tuesday, 12 December 2017</b>		
Opening plenary	3	4
Special session on lessons learned and good practices in applying the comprehensive refugee response framework (CRRF)	1	3
Session 1: Reception & admission	3	3
Session 2: Meeting needs and supporting communities	1	5
Session 3: Measures to be taken in pursuit of solutions	2	4
<b>Wednesday, 13 December 2017</b>		
Roundtable on gender equality: better protection for all refugees	4	2
Side event: operational stocktaking of the CRRF by international NGOS	3	3
Session 4: Contemporary protection challenges	3	3
Session 5: Complementarity between the global compact on refugees and the global compact for safe, orderly and regular migration	3	2
Session 6: Strengthening burden- and responsibility-sharing	3	2
Roundtable on education: no one left behind	4	2
Roundtable on support to host countries: mobilizing additional finances	1	4
Plenary session	4	4
<b>Total</b>	<b>35</b>	<b>41</b>

This table represents the ratio of men and women on panels. NB: As several panellists appeared on several panels the unique people ratio is 25 women to 34 men. Based on this ratio women were 42% of the unique people ratio. However, based on the table above across all panels women panellists were represented 46% of all panellists overall.

## **Appendix 3: Gender Audit Checklist**

<b>Cross-cutting issues for women and girls in the Programme of Action</b>
1. Meaningful <b>participation</b> , with capacity development
2. Collection and use of <b>sex, age and disability disaggregated data</b>
3. Implementation of <b>existing agreements under international law</b> regarding the human rights, empowerment and protection of women and girls
4. A <b>gender sensitive accountability</b> framework, indicators and viable <b>evaluation</b> and <b>monitoring</b> mechanisms
5. <b>Response to</b> sexual and gender-based violence, including access to justice, end to impunity for perpetrators
6. <b>Prevention of</b> sexual and gender-based violence, including access to safe livelihoods, education and training
7. A <b>gendered whole of society approach</b> in all <b>planning and implementation</b>
8. Special needs for people who identify as <b>LGBTI</b>
9. Special needs for people with <b>disabilities</b> including intersection with gender
10. <b>Innovative academic research</b> drawing on capacity of refugees
11. <b>Regional bodies</b> to draw on their collective experience to suggest local and effective solutions to address gender inequality & sexual and gender-based violence
<b>Pillar One – Reception and admission</b>
<b>12. Sexual and gender-based violence as grounds for persecution in asylum systems</b>
13. Individual <b>registration</b> and <b>documentation</b> of women and girls
14. Gender-sensitive and child appropriate <b>screening procedures</b>
15. No <b>Detention/ Detention</b> should not put women and children at risk
16. <b>Global Response Group</b> with comprehensive gender strategy, including support refugee women’s organisations and gender experts
17. <b>Collection of data</b> on the <b>languages spoken</b> by all refugees
18. Recognition to achieve <b>special needs of AGD groups</b> in all service delivery
19. Expanded use of the <b>UNHCR Heightened Risk Identification Tool</b>
<b>Pillar Two – Support for immediate and ongoing needs</b>
20. Gender dimensions and impacts of <b>cash assistance</b>
21. Special focus on <b>sanitary materials</b> , including hygiene items like soap
22. <b>Education</b> , including formal, vocational and language classes and <b>targeted support for girls</b>
23. Recognition of <b>formal and non-formal</b> skills and qualifications
24. Increased <b>resources</b> for SGBV programming
25. <b>Health</b> , especially sexual and reproductive healthcare, and <b>trauma/mental health</b> services
26. The <b>Social Capital of Refugee women</b> and refugee women’s organisations
27. Engage <b>men and boys in sexual and gender-based violence prevention</b>
<b>Pillar Three – Support for host countries and communities</b>
28. Women’s Mechanisms in host countries to support refugees and host community
29. <b>Economic empowerment</b> , including livelihoods, financial services, access to safe labor market
30. <b>Vocational, business training and mentoring</b> for women and teenage girls
31. Incorporate the needs of refugee women and girls in <b>National development plans</b>
<b>Pillar Four – Durable solutions</b>
32. Women’s <b>participation in peace and security</b> processes
33. <b>Information</b> and effective support for women in <b>Return/Repatriation processes</b>
34. <b>Legal documentation, property rights,</b>
35. <b>Repatriation</b> programs targeting <b>women’s needs and risks</b>
36. <b>Tripartite repatriation agreements</b> to include a gender perspective
37. <b>Resettlement</b> must remain a <b>protection measure</b> , not an alternative migration pathway
38. Establishing or expanding <b>Woman at Risk programs</b>
39. <b>Women and men</b> must have <b>equal access to complementary pathways</b>
40. Specialist assistance and opportunities for <b>family reunion in complementary pathways</b>
41. Gender equality in <b>Nationality laws</b> to prevent <b>statelessness</b>

## **Appendix 4: Pigeonhole Interventions**

### **Opening and Closing Plenaries**

- Gender-specific outcomes in the application of the CRRF should be included in the M&E framework that UNHCR has proposed for tracking application of the CRRF globally.
- Gender considerations should be fully and visibly mainstreamed throughout the Programme of Action. As endemic sexual and gender based violence is a significant barrier to gender equality.
- We request the High Commissioner's support for the inclusion of a Plan of Action to support the implementation of the 5 Commitments to women and girls in the Program of Action.
- Important to go one step further and try to change the system which is discriminatory towards women and this means questioning the system in which men are the only leaders and decision-makers.
- Stateless reform laws that discriminate on basis of gender to ensure that rights and protection of displaced women and girls
- Wide scale, long term perspective and larger stakeholder approach should be the basis for specific actions for people with disabilities, children and victims of gender based violence.

### **Special session CRRF**

- UNHCR encouraged to work with stakeholders in each CRRF application context to integrate gender considerations in each CRRF application roadmap or strategic plan
- Could you please share any good practice in engaging young people and in particular girls and young women in the CRRF?
- Some good practices in Austria helping refugees from private sector (especially engaging women): 1) Deloitte Future Fund 2) Refugee Code 3) START Scholarship 4) Connecting People.
- Good practice (Germany), the organization women empowerment, founded and led by a young woman refugee, supports women to address SGBV, provides psychosocial support and empowers them.
- Responses to SGBV must include support and resources for the provision of psycho social support by refugee women and young women for their peers.

### **GCR/GCM Complementarity Thematic Session**

- Protection of women and girls, in particular from SGBV is a major cross cutting issue. The Migration Compact has utilised Gender advisory groups. Could the Refugee Compact have a complementary group?
- Both Global Compacts should systematically include a gender and age sensitive lens in all phases & interventions in order to meet different needs and vulnerabilities. The age dimension is fundamental.

## **Appendix 5: Gender Memo**

**High Commissioner's Dialogue on Protection Challenges**  
**Theme: Towards a global compact on refugees: comprehensive refugee responses**  
**12-13 December 2017, Palais des Nations, Geneva**  
**Note for Chairs/moderators**

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### **Supporting a Comprehensive Gender Analysis in the Global Compact on Refugees**

In order to support UNHCR's strong commitment to gender equality we request the support of all Panel Chairs and panellists to ensure that gender concerns are reflected in all sessions of the High Commissioners Dialogue.

We request that Panel Chairs highlight the importance of addressing gender concerns in their opening remarks and that they actively encourage each speaker to reflect on the different impacts that the issues under discussion might have on the protection of refugee women and men, girls and boys. We ask that Panel Chairs draw on the relevant questions based on the cross cutting gendered recommendations below to inform their questions to the panellists and their opening and closing remarks.

We encourage all Panel organisers to include at least one panellist who has been invited to speak directly to the issue of gender equality, sexual and gender-based violence (SGBV) and Age, Gender and Diversity concerns.

#### **Rationale**

In order to ensure a major commitment to gender equality in the Global Compact on Refugees (GCR) we must ask ourselves what are the outcomes if we fail to do this? For example, if we do not identify the barriers to education that older girls face when they do not have access to sanitary materials, it means that one week a month they miss school. We miss the girls' accounts of being forced to have sex with teachers in exchange for grades and school books and their fear of rape as they walk to school. If we don't ask what are the risks that women and girl asylum seekers face at sea, we don't hear, as noted by UNHCR, that 100% have experienced rape and sexual violence<sup>15</sup>. If we don't ask how single mothers, sometimes with a child of rape, survive alone on a single person's rations in a camp, we don't hear that that for most women survival sex is the only option for survival.

It is further noted that if clear and explicit and gendered language about human rights violations is not included in the GCR, there are implications for services, responses, policy and law development. Abuses which are not named are often not addressed. This is especially true of rape, sexual abuse, torture and discriminatory practices. It is a way of silencing survivors, even if that is unintended. It is therefore recommended that these violations be named and addressed wherever appropriate.

#### **Crosscutting recommendations<sup>16</sup>:**

- i. How can we ensure that the strong links between gender inequality, SGBV and access to other forms of protection and inclusion for refugee women and girls are part of every solution?
- ii. What measures can be taken to ensure that gender and age disaggregated data (SADD) are incorporated into every aspect of planning and delivery of services and durable solutions?
- iii. What steps need to be taken to ensure good quality sexual and reproductive health services must be part of all solutions.?

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<sup>15</sup> UNHCR, 'Side event: Protection at sea', GCR Thematic discussion two (17 October 2017)

<sup>16</sup> These are cross-cutting recommendations that have emerged from the gender audit reports that have been conducted for the Thematic sessions 1 – 5, and other reports prepared by Member states, UN Women, and WRC.

- iv. Can the panel recommend viable ways of ensuring that Gender-sensitive Accountability, monitoring and evaluation mechanisms must be included in all four pillars the PoA?
- v. What mechanisms and support are required to mandate/strongly encourage the participation of both refugee women and men at all levels of refugee protection, in flight, camps, urban sites, resettlement, returns, peace building and conflict resolution?
- vi. How can **all** States be supported to develop and implement gender-sensitive and child appropriate screening procedures and guidelines for asylum decision-makers and provide access for women and children to individual registration guaranteed as a critical aspect of protection measures?
- vii. How can we ensure that all planning and programming, incorporates the implementation of existing agreements under international law regarding the human rights, empowerment and protection of women and girls?
- viii. How can we ensure that Gender equality is reflected in all sections the PoA and that all actors to respond to and prevent sexual and gender based violence?
- ix. The PoA must reflect the Best Interest of the Child Determination process (BID).
- x. How can we ensure that the rights-based approach is utilised in all responses, guiding language, action, practical action and application, reflecting a strong gender dimension, acknowledging the differentiated impacts that actions can have on women and girls, by an age dimension, and by diversity dimensions?
- xi. How can dedicated and sustainable support for local women's networks and organisations be included in Financial planning for situations of conflict?