

## Achieving Gender Equality and addressing Sexual and Gender-Based Violence in the Global Compact on Refugees

### Major themes and key recommendations from the 5 Thematic Meetings and The High Commissioner’s Dialogue



*‘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, 13 December 2017

Women and girls comprise at least 50% of the refugee population, yet they are most often portrayed in policy and practice as a vulnerable minority. Their capacity to contribute to solutions often goes unrecognised and gender equality is an elusive goal. Despite the comprehensive law and policy developed over the past 30 years to address the protection needs of refugee women and girls, it is acknowledged that they still suffer endemic rape and gender-based violence (SGBV) which is both an outcome of and a major barrier to gender equality. This prevents access to many critical protection measures such as services, information, decent work, health and education, which are the basic requirements for self-reliance, and to durable solutions which should be equally available to both men and women. The immense social and economic capital and capacities of refugee women and girls are often underutilised, and their voices are silenced. Major barriers block their access to parity with men and boys. While this continues to occur, women and girls remain at risk and their potential involvement in problem solving is lost.

A gender audit of the five thematic meetings and the stocktake at the High Commissioner’s Dialogue was undertaken by UNSW in partnership with UNHCR Gender Equality Unit and SGBV Unit. The New York Declaration includes a strong and clear set of commitments to refugee women and girls. The aims of the Gender Audit were to ensure that the different but particular needs of women and girls, men and boys are recognised throughout the Global Compact on Refugees (GCR), specifically as a statement of principle in the preamble to the Comprehensive Refugee Response Framework (CRRF) and as action points in each pillar of the Programme of Action (PoA). Additionally, as detailed below, it is proposed that the recommendations most consistently made by all stakeholders and which cross-cut all four pillars be included in a preamble to the PoA.

One very clear outcome of the Gender Audit was the understanding that if gender equality and the different issues experienced by women and girls, men and boys are merely assumed under the concept of mainstreaming, then they are often not addressed. The impact of SGBV is widely recognised, but is often seen as separate from the issues of gender equality, and the two interlinked issues are funded separately, diluting the potential impact of programs. The excellent response to SGBV and Gender Equality by some State, agencies and other stakeholders must be duplicated and adapted for use in all situations across all four Pillars of the PoA. Despite the many challenges, UNHCR has institutionalised SGBV prevention and response work, including SGBV Standard Operating Procedures, dedicated staff, the Safe from the Start programme, Monitoring and Evaluation, and Information Management Systems. However, many challenges remain to the full implementation of these programs. These must be addressed to ensure that, SGBV does not become just another acronym in a list of acronyms, and that the devastating impact of endemic rape and sexual violence on the achievement of gender equality will be effectively addressed.

It was emphasised that responses must include a mix of targeted actions as well as comprehensive mainstreaming. The addition of the word “gender” in a sentence or a reference to women and girls as part of vulnerable minorities fails to address

these important issues. Without specific actions, there is a danger that women and girls will continue to be “mainstreamed into oblivion”, and their specific protection needs not fully addressed. Equally importantly, their potential is not realised either locally or internationally. Furthermore, if data is not *sex, age, disability and diversity disaggregated*, the different experiences and needs of women and girls, men and boys are not identified, and not addressed. It is recognised that this is not always realistically possible or appropriate, such as when the data collected could put people in danger, and the collection of basic SADD is full of challenges. However, this should remain as an aspiration. Just collecting data is not enough. Steps must be taken to ensure that the SADD data which is collected is analysed, and the analysis applied to programming and implementation.

Gender- sensitive accountability measures, monitoring and evaluation are a critically important part of the delivery of effective protection and must be utilised. Strong recommendations from many States, NGOs, academics and civil society built on the High Commissioner’s 2001 Five Commitments to Women and recognised that these issues are intersectional. Failure in one area produces vulnerable situations in others. Many argued that already agreed international mechanisms for the protection of and the inclusion of women and girls must be reflected and operationalised in the GCR. See Appendices 1–3 for reports of all meetings.

While the recommendations, which came from Member States, UNHCR, refugee representatives and key stakeholders may appear to be resource heavy at the outset, analysis from the development field and some studies in the humanitarian field has shown that the long-term benefits for such measures far outweigh the short-term outlays.

**It is strongly recommended by the audit team that the zero draft of the GCR should be audited against the full final report of the Thematic Meetings and the High Commissioner’s Dialogue to ensure that the commitments made by Member States, UNHCR Refugees and other key players are reflected in the zero draft of PoA before it is released for final discussion and debate.**

#### **SUGGESTED TEXT FOR THE PREAMBLE OF THE GCR WHICH REFLECTS THE STRONG COMMITMENTS MADE IN THE NEW YORK DECLARATION**

UNHCR, Member States and partners will ensure that the comprehensive body of international law and policy developed over the past 30 years to address the rights and protection needs of refugee women and girls, is fully implemented through both targeted action and main streaming. This must address the endemic rape and sexual abuse which is a major barrier to gender equality and women’s participation. The immense social and economic capital and capacities of refugee women and girls must be recognised and barriers which block their access to parity with men and boys removed.

#### **GENDER EQUALITY AND SGBV KEY CROSS-CUTTING RECOMMENDATIONS FOR THE GLOBAL COMPACT ON REFUGEES**

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The principles underlying each of these recommendations is common but will require locally appropriate actions and programs to fulfil them. It is also proposed that these recommendations which were most consistently made by all stakeholders and which cross-cut all four pillars be included in a preamble to the PoA. Responding to calls from States and other stakeholders for guidance, they should be referenced to a comprehensive Community of Practice specifically developed to guide implementation of the PoA.

#### **The PoA will ensure:**

- 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 marginalised 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.

- That sex, age, disability and where feasible to do so, diversity disaggregated data (SADDDD) will be collected and analysed at all stages of forced displacement and refugee response to better inform planning and programming.
- 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 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.
- That refugee women and girls must always be registered as individuals and have access to their own documentation at all stages of the refugee journey, from initial registration to durable solution and including access to birth registration.
- That the medical, psycho-social and legal needs of SGBV survivors, including access to justice, and an end to impunity for perpetrators, be provided by qualified personnel at all stages of forced displacement.
- That the direct links between SGBV 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<sup>1</sup> and funding which addresses both issues simultaneously.
- That human rights violations such as sexual and gender-based violence, sexual torture, sexual exploitation and abuse, gender discrimination, sexual harassment and other forms of discriminatory practice are specifically named in the PoA to ensure that they are fully addressed, including adequate prevention and response.
- That Member States, UNHCR and partners commit to ensuring adequate gender equality and SGBV expertise in their work with refugees, in terms of mandatory training for all staff as well as specific technical positions, including drawing upon existing pools of standby experts.

## RECOMMENDATIONS PILLAR 1 - RECEPTION AND ADMISSION

*'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

*'SGBV is the main reason to flee the country of origin... it is vital to create safe {reception} spaces.'* - Mexico

- That all registration processes including those implemented by Member States and/or UNHCR and other actors will provide rapid and individual registration to all refugees. Women, girls and boys will be registered in their own right, independent of a husband, father or other male family members and have access to their own documentation as a critical aspect of a protection-sensitive entry system. Special attention will be paid to identifying unaccompanied, separated and/or orphan children, people with a disability, older persons and LGBTI people, and providing birth certificates to girls and boys.

*'Include gender and child sensitive considerations in screening.'* - Kenya

*'Assuring access for women and children to individual registration and gender guidelines for asylum decision makers.'* - Thailand

- That an age, gender and diversity approach will inform registration and admissions procedures and be used in all service delivery which responds to women and girls, boys, people with a disability, LGBTI persons, minorities and

<sup>1</sup> See the comprehensive bibliography in Pittaway and Bartolomei, 2017 "The World's Biggest Minority – Refugee Women and Girls in the Global Compact on Refugees" [www.unhcr.org/writtencontributions](http://www.unhcr.org/writtencontributions)

older persons. This will include the training of all reception personnel, including security guards and interpreters, on age, gender and diversity sensitivity, including protection of LGBTI persons of concern.

*'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 and the importance of registration of women on individual basis.'* - Switzerland

- The continued and expanded use of the UNHCR Heightened Risk Identification Tool will be a mandatory part of the registrations and admissions processes to identify specific assistance needs and protection arrangements. Female asylum-seeker and refugees should always be interviewed by female staff, including interpreters, unless otherwise requested.
- That revised and standardised guidelines for the recognition of gender-based discrimination, sexual orientation and gender identity and SGBV as grounds for protection, non-refoulement and guidelines for asylum decision-makers will be developed. These will include the occurrence or serious risk of early/ forced marriage, female genital mutilation, dowry-related violence, domestic violence, trafficking, and persecution of LGBTI people.
- That detention or family separation will not be used as a deterrent which prevents refugees from seeking protection. Children should not be placed in detention. Detention conditions should strictly follow guidelines regarding separate of men and women, the provision of adequate health services, including sexual and reproductive health including sanitary needs and for pregnant women, and adequate prevention and response to sexual harassment, sexual and gender-based violence and sexual exploitation and abuse.
- That all data collected will be disaggregated by age, gender, disability and diversity to better understand both the needs and how people can contribute to identify and implementing solutions. It will include identification of language requirements to identify those requiring additional translation services because of low levels of literacy or use of local dialects, which most often affects women and girls.
- That SGBV risk identification and responses will be provided in cooperation with local services and national government ministries. These will include the early implementation of SGBV and health guidelines, paying attention to the additional risks faced by women and girls, and include access to safe shelters for women and children, the provision of sanitary materials, gender segregated, hygienic toilet and washing facilities within reception facilities. Effective and innovative prevention strategies will be developed in partnership with refugee communities.
- That accountability measures, and gender sensitive monitoring and evaluation systems will be established from the outset of all emergencies.
- That support will be provided for refugee women to be actively involved in service provision and management structures and for the development of a gender sensitive evaluation plan from the outset of all emergencies, including in reception and admissions. Participatory approaches will be utilised, to ensure the engagement and mobilisation of social capital of both refugees and host communities.

*'Intersecting vulnerabilities to be identified early on including gender, disability or children.'* - Finland

*'SGBV response guidelines and health guidelines that address minimum actions must be put in place early in the response.'* - USA

*'Need good information systems, also disaggregation based on AGD.'* -Ecuador

*'Women and children, trafficking victims and SGBV survivors – this data is collected to generate various statistics at the registration. This maintains the civilian character of reception.'* - Zambia

*'Strengthen the presence of specialised government offices to ensure the safe admission, effective access and the prompt assessment of documents. We will identify survivors of SGBV and trafficking.'* - Costa Rica

*'A gender sensitive monitoring evaluation plan should be developed from the outset.'* - Canada

*'We want to look at the lives of vulnerable women girls and unaccompanied kids to increase a number of places in shelters and implement protocols to identify protection needs of boys and girls without parents.'* - Mexico

- That the work of the Global Response Group<sup>2</sup> will be enhanced by a comprehensive gender strategy, including the involvement of gender specialists and targeted support to ensure the participation of refugee women’s community organisations and include targeted support to States to develop, extend or enhance national, regional and local gender policy frameworks and services for both refugee and host community women and girls.
- That global and regional refugee groups and organisations, especially women’s organizations and networks, be mobilised and resourced to provide reception and admission services and measure outcomes as displacement events occur.

*‘The GCR needs to address needs of women, girls, older, unaccompanied children, LGBTI, trafficked, SGBV victims.’- Germany*

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

*‘Global refugee groups need to mobilise context by context, and quickly raise resources towards collecting and measuring outcomes. It should involve the active participation of regional organisations and refugees with an emphasis on gender parity.’- Canada*

**RECOMMENDATIONS PILLAR 2 - SUPPORT FOR IMMEDIATE AND ONGOING NEEDS**

*‘We must involve youth and women in the response to SGBV, and provide education for both boys and girls.’ - Lebanon*

*‘I am compelled to take to the floor after hearing the youth delegate – I support all measures for the empowerment of women and the prevention of SGBV.’ - Djibouti*

- That improved support be provided to ensure the realisation of the rights of **all** female refugees, including those who have been smuggled, trafficked, affected by climate change or who are stateless. This will include full access to adequate services that meet their specific needs, priorities and capacities including the timely and adequate distribution of food, sanitary materials and health services.
- That on-going needs including comprehensive sexual and reproductive health, education, trauma counselling, adequate and safe shelter, information on legal options and access to justice, access to information, equal access to cash-based interventions, sustainable and appropriate livelihood opportunities, formal and non-formal education, recognition or fast-tracked conversion of educational and professional qualifications and the right to work will be provided as soon as is possible and in co-operation with host communities.
- That more and better resources, including significantly increased funds for SGBV programming, be mobilised in order to adequately implement Grand Bargain Commitments. This will include a comprehensive situation specific gender analysis of the causes of and potential responses to gender inequality and SGBV.
- That access is facilitated to refugee-sensitive national health, sexual and reproductive, and mental health services that address the specific health needs of women and girls, SGBV the LGBTI community and other torture survivors and those with HIV/AIDS.
- That thorough research is conducted to provide evidence on the gender dimensions and gender equality and SGBV impacts of cash assistance and the other supportive factors required to ensure positive

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

*‘Access to justice and ensuring victims of abuse or sexual exploitation can benefit from commitments to specific attention to women and young girls to ethical registration from UNHCR means that states as well as humanitarian actors can combat corruption. Must be able to claim their rights. IDPS more often at risk than refugees.’- Switzerland*

*‘Develop indicators on protection particularly for girls and unaccompanied minors.’- Mexico*

*‘Host for LGBTI refugees and innovative programs for integration and respect for sexual diversity.’- Costa Rica*

*‘Recommend POA to link up SGBV including criminal trafficking networks and child protection challenges in a comprehensive way with existing mechanisms and guidelines such as the IASC on Gender-based violence Guidelines and children mechanisms. SGBV is a major protection challenges we should recognise and we should not victimise those at risk or survivors, but as strong individuals with agency. Support those at risk and survivors to strengthen their own coping mechanisms through livelihood interventions and encourage UNHCR to build on these.’- Sweden*

*‘We are seeking strong outcomes for gender inclusion in GCR and specific need of women and girls including representation of women.’- Australia*

<sup>2</sup> UNHCR 2017 Towards a Global Compact on Refugees, Thematic discussions 4 and 5, [www.unhcr.org/5a0019457.pdf](http://www.unhcr.org/5a0019457.pdf)



sustainable protection outcomes for women, including through the proposed Data Evidence Alliance<sup>3</sup>.

- That refugee women’s significant social capital be recognised and that they and their organisations are fully included at the local, national, regional and international levels in the development of policies, solutions and systems, including in the key areas of health, sexual and reproductive health, education, in particular addressing barriers for girl children and child protection.

*‘Rights and needs of women and girls through participation, gender equality and empowerment.’- Finland*

*‘Youth and women must be included not only as victims but as agents of change, and this should be a guiding notion in the PoA.’ - Netherlands*

- That targeted support be provided to girls, their families and communities to ensure that girls do not drop out of school.

### RECOMMENDATIONS PILLAR 3 - SUPPORT FOR HOST COUNTRIES AND COMMUNITIES

*‘There is a need to increase self-reliance in asylum contexts which improve the situation on both asylum and return to country of origin...and that returnees, both men and women should have access to full human rights.’- Turkey*

*‘Should ensure that all boys and girls can complete primary education without financial burden and vocational training for women and child support.’- Kenya*

- That gender equality machineries, institutions and civil society organizations in host countries will be invited to be involved in identifying gender-focused solutions both for the refugees and the host communities in which they live and legal systems strengthened to ensure justice for refugee women and youth.

*‘Need for protection of especially women and children with regional and micro politics stakeholders and civil society. We have committed to ensuring all our programming has gender expertise and currently developed a gender age marker. Women and girls to get equal access to leadership as men and boys. Protection needs are context specific but markers of SGBV are women and girls. Harrowing accounts of men and boys show under certain circumstances are vulnerable to SGBV. Improve data collection and protection risks in mixed methodologies such as IASC Gender-based violence Guidelines or the Sphere Standards for Protection, and importance to comply with personal data.’ - Germany*

- That livelihood opportunities for women address the gender specific barriers they face such as lack of prior educational opportunities, no access to childcare and lack of security, through investment in vocational, business training and mentoring for women and young women from the refugee populations and in the local community in which they live. Special measures will be put in place early, to ensure that refugee women have equal access to economic participation and access to labour markets. In particular, access and protection measures for women and girls at heightened risk, including women who are survivors of SGBV and those who have children from rape will be facilitated so they are not forced to engage or re-engage in survival sex or unwanted marriages.

*‘We need to be addressing gender in economic and livelihood opportunities.’ -Australia*

- That the right to work for all people with a disability, including women and girls, from refugee and host communities be supported through the provision of vocational training and support for them at work, acknowledging that women and girls with a disability are at heightened risk of SGBV and that economic empowerment is a major form of protection.

*‘We have a seemingly simple statement. Sweden has feminist foreign policy. We use a gender lens and we mainstream gender equality by using sex, age, disability and diversity disaggregation to address and respond to different needs in situations. Gender barriers to economic opportunities must be identified and addressed. Our foreign policy includes a gender lens in root causes of displacement, strengthening the voices of women and youth. In countering SGBV and trafficking, we should envision how to implement self-reliance and women and youth voices.’- Sweden*

- That measures will be put in place to ensure that gender appropriate education, health services and access to justice are equally available to refugee women and girls and those from host communities.

*‘Better data collection, disaggregation and cultural sensitisation needed to report for data collection especially on pregnancy and birth for health issues, including appointing midwives for birth so sensitisation could be carried out this way. Facilitate monitoring of pregnant women through mobile clinics for health services and support.’ - Kenya*

<sup>3</sup> In UNHCR Commitments at the World Humanitarian Summit, [http://www.unhcr.org/rw/wp-content/uploads/sites/4/2016/06/unhcr\\_commitments\\_at\\_the\\_world\\_humanitarian\\_summit.pdf](http://www.unhcr.org/rw/wp-content/uploads/sites/4/2016/06/unhcr_commitments_at_the_world_humanitarian_summit.pdf)

- That the inclusion of the specific needs of refugee women and girls in national development plans and other appropriate national policies is strongly encouraged and resourced, to provide technical support to build the capacity for host communities and national authorities.
- That host communities strengthen partnerships with, and appropriately resource, existing women’s organisations, both in the refugee and the host communities.
- That as part of their consideration of an effective response to refugees, regional bodies such as APEC, The Arab League and the African Union draw on their collective experience to suggest local and effective solutions to address gender inequality and sexual and gender-based violence.

*‘More support for cities and local governments with particular attention to ensure the livelihoods of women have been shown to be effective anti-poverty strategies.’ - Brazil*  
*‘Highlight the importance of increasing the level of expertise on gender equality in all actors. My question is: how can we incentivise this expertise?’ - Canada*

*‘Women’s organisations must be factored into all the work we do.’ -Switzerland*

*‘Ecuador is a country of origin, destination, and transit for refugees and we want to fight against trafficking in Central America. I work with many networks in the region and we need more resources to fight trafficking.’ - El Salvador*

## RECOMMENDATIONS PILLAR 4 – DURABLE SOLUTIONS

*‘The Programme of Action will offer entry points, such as 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*

*‘There needs be equal opportunities for women and men to access complementary pathways. Specialist assistance and opportunities for family reunion are critical in such pathways.’ –Australia*

### General

- That women and girls will be involved in conflict resolution, peace and security processes and recognised as effective agents of change in achieving all durable solutions from high-level participation at peace forums, to local community levels (UN Security Council Resolution 1325)<sup>4</sup>.

*‘Peace can only be sustained through inclusive processes, as the international community we must do all we can for supporting women and young people in peace processes. Everywhere in the world we need more women when we talk peace.’ – Sweden*

### Return

- That return planning will be gender-sensitive and recognise that women have often developed new skills and independence in displacement and can contribute to the growth and development in the country of return. Reintegration must foster and support the economic empowerment of women, as an important step towards reducing poverty. Steps will be taken to make self-reliance equally available to women including the provision of childcare, security, pathways to literacy, education and to reduce gender discrimination.
- That financial planning will support local women’s networks and organisations, and women will be provided with sufficient information to enable them to make informed and independent decisions about return. Women will be issued with individual identity documents, land deeds and passports, land and property rights, independent of their relationship with any man, and will be provided with legal and other support to access these.
- That group gender composition in returns processes requires careful consideration for the safety of women and girls and for the social cohesion of whole communities, and community-based approaches will be developed to ensure successful integration.

*‘Support mechanisms must include women and youth to participate in peace processes and reintegration.’ - Youth delegate*

*‘GCR should include a gender-sensitive evaluation and monitoring plan from the outset.’ - Canada*

<sup>4</sup> Security Council Resolution 1325/RES/1325(2000)

- That in order to achieve successful reintegration, returnees must have equal rights with all other citizens including democratic rights.
- That having been established as a standard tool in the context of voluntary repatriation, all tripartite agreements be required to reflect a strong commitment to gender equality, recognising the different needs, priorities and capacities of men and women girls and boys. This will enable recognition of gendered priorities and barriers to return, and recognition of the equal rights and different needs of men and boys and women and girls. Such agreements will also assist countries without strong gender frameworks to develop these, including national legal frameworks that support the gender equality commitments of the New York Declaration.
- That it is acknowledged that return and integration are not realistic and safe solutions for all women, for example women whose rapists or abusers are in the country of origin in positions of authority. Many of whom face unique risks on return, for example women who have been shamed by rape, bearing a child of rape, or having resorted to survival sex to feed their family are often at extreme risk. Alternative, safe solutions must be identified for these women.

## Integration

The majority of recommendations re the integration of women and girls are reflected in Pillar 3 Support for Host Countries and Communities. It was recommended:

- That all women and girls who are integrated into host communities must be granted full citizenship and the accompanying rights equal to women and girls in the host community independent of their marital status or relationship to any male relative.

## Resettlement

- Resettlement must remain a protection measure, not an alternative migration pathway, and increased use of the Heightened Risk Identification Tool to identify women and girls and other people at risk, including LGBTI people, will be encouraged, with more resettlement places to be available to women and girls.

*'Resettlement must be protection centred, not a selective migration pathway...innovative in best practice... and able to respond to urgent protection needs for women and girls.'* - Canada

- That the timely resettlement of refugees identified as being in situations of danger will be prioritised, in particular women and girls identified as being at extreme risk of sexual and gender-based violence, human trafficking, sexual exploitation and abuse, physical and psychological harm.

- That core advisory resettlement groups will have identified gender specialists, and provide models of gender-sensitive case management and support services for women and girls.

*'Canada sets multi-year targets aligned to UNHCR referrals for operational flexibility and regional targets and space for emergency spaces such as women and girls at risk...durable solutions must be gender-sensitive and protection driven for refugees.'* - Canada

- That when working with women at risk there will be a focus on innovative practice and women's leadership in both sending and receiving countries.

## Complementary Pathways

- That women and men will have equal access to complementary pathways which include specific support for women and girls previously denied access to basic education, and ensures apprenticeships and traineeships suitable for women and girls, and appropriate to their informal skills, are also accessible.
- That specialist assistance and opportunities will be provided for family reunion in complementary pathways, and benefits as well as the costs to host countries will be quantified and acknowledged.
- That additional key actors such as UN Women, UNFPA and UNICEF be appointed to the proposed Global Refugee Response Group.



**Appendix 1: Gender Audit Report on the Second and Third Thematic Discussions on the Global Compact on Refugees**

Please see full report at: <http://www.unhcr.org/en-au/events/conferences/5a251b537/gender-audit-report-second-third-thematic-discussions-global-compact-refugees.html>

**Appendix 2: Gender Audit Report on the Fourth and Fifth Thematic Discussions on the Global Compact on Refugees**

Please see full report at: <http://www.unhcr.org/en-au/events/conferences/5a33d80e7/gender-audit-report-fourth-fifth-thematic-discussions-global-compact-refugees.html>

**Appendix 3: Gender Audit Report on the High Commissioner's Dialogue 2017**

Please see full report at: (www...)