

GRF Age, Gender and Diversity Group of Friends (AGD GoF)

Terms of Reference

Background

The [Global Compact on Refugees \(GCR\)](#) aims to:

- (i) ease the pressures on host countries;
- (ii) enhance refugee self-reliance;
- (iii) expand access to third-country solutions; and
- (iv) support conditions in countries of origin for return in safety and dignity.

The GCR programme of action is underpinned by a strong partnership and participatory approach, involving refugees and host communities, as well as age, gender, and diversity considerations, including promoting gender equality and empowering women and girls and ending all forms of gender-based violence (GBV).

The Global Refugee Forum (GRF) is one of the arrangements to facilitate engagement and support for these objectives. The first GRF was held in 2019, garnering over 1,400 pledges and 350 submissions of good practices linked to the GCR from more than 15 stakeholder groups. The AGD GoF was created in 2019 to promote and support pledging entities in the formulation of AGD pledges that advance gender equality and address the structural and systematic barriers that prevent refugees of all ages and diverse backgrounds from accessing and enjoying equal opportunities, rights, resources and meaningful participation in leadership and decision making.

In 2021, UNHCR released the first [GCR Indicator Report](#) and convened a [High-Level Officials Meeting \(HLOM\)](#) to take stock of progress towards the GCR objectives. The HLOM [outcome document](#) includes twenty key recommendations and follow-up actions¹ which guide multi-stakeholder engagement and the development of pledges and contributions towards the next GRF in 2023. It recognizes that more efforts are required to ensure that pledges are developed and implemented through an [age, gender and diversity approach](#).

It is important to note that despite progress driven by the AGD GoF, the pledge analysis produced in December 2021 found that only 30% of GCR pledges explicitly consider or reference Age, Gender or Diversity. It also indicated that 3% of pledges (49 out of 1,593 pledges) mention gender-based violence, and 19% of pledges (313 out of 1,593) consider gender dimensions, and that only 7 out of 1,400 pledges (0.5%) had a focus on disability and only 1 pledge (less than 0.1%) focuses on older persons. An overwhelming 82% of pledges had no specific information on children, and 88% of all GRF pledges do not mention gender.² The Intersectionality and Gender Audit team found that the concept of [intersectionality](#) is not yet fully articulated in the implementation of the GCR.

¹ Several recommendations make direct reference to AGD, including recommendation 7 on “Enhance the data available to support effective action and investment in refugee situations”, recommendation 12 “Increase social inclusion for refugees”, and Recommendation 13 “Increase economic inclusion and access to livelihoods”.

² Only 1 in 5 pledges in education, jobs, and livelihoods and protection capacity explicitly address gender; Less than 1 in 10 pledges related to Solutions; responsibility sharing; energy and infrastructure; and statelessness addressed gender.

To address these gaps, the AGD GoF will focus on *advocacy* to improve intersectionality in the implementation of the GCR, AGD *pledges'* implementation and development, and *meaningful participation* of forcibly displaced and stateless persons in all their diversity, towards the next GRF.

Vision and objectives of the AGD Group of Friends

The AGD GoF envisions that refugees of all ages, genders and diverse backgrounds have equal access to services in dignity, and meaningfully participate in the decisions that impact their lives at local, community, State, regional, and global levels, and that this goal is reflected and upheld in the implementation of the GCR and towards 2023 GRF through pledges cultivation and multi-stakeholder mobilisation.

The AGD GoF will focus on three cross-cutting objectives: 1) Showcase progress on intersectionality and highlight impactful AGD joint pledges in plenary and side events during the 2023 GRF. 2) Enhance the integration of age, gender and diversity considerations in Global Refugee Forum (GRF) pledges and processes, including the meaningful participation of refugees, and support the continued commitments of ensuring people of all ages, genders and diverse backgrounds are included in the design, implementation, and monitoring of pledges. (3) Enhance the quality and quantity of all pledges that promote the inclusion of refugees to access services and protection, regardless of their age, gender, disability and/or other forms of diversity, including in terms of their meaningful participation.

Desired outcomes

The GRF GoF will aim to reach the following outcomes (see Annex 1 on the Roadmap for more details):

- The GRF pledges (existing and new) **acknowledge and address the different barriers, needs, and capacities** of people of all ages and gender identities, including those with disabilities, and other diverse characteristics
- The GRF pledges (existing and new) **advance gender equality and address the structural and systematic barriers** that prevent women and girls of all ages and diverse backgrounds from accessing and enjoying equal opportunities, rights, resources and meaningful participation in leadership and decision making.
- The GRF pledges (existing and new) **promote the full, equal, and meaningful participation of refugees and host communities in decision-making** to ensure accountability to all affected people.
 - A deeper understanding of the notion of participation by all stakeholders, and ways in which to address barriers to participation.
 - Increased recognition of the immense contributions already made by refugees in their own and countries of asylum, and how to enhance these contributions.
- An improved **response to and prevention of gender-based violence**, working towards gender equity.

Approach

Based on complementarity and intersectionality, the AGD GoF is a space to convene different thematic groups, facilitate the coordination and articulation of thematic priorities to advance an AGD approach and strategize with a common vision for all stakeholders of the GRF 2023.

The group will use appropriate tools (e.g., pledging guidance, [matching portal](#), [good practices](#) database) to facilitate pledge cultivation.

The group and its members will support stakeholders to promote that new pledges towards 2023 GRF follow [recommended criteria](#), including considering age, gender, and diversity in the design, planning, and implementation of pledges. Quality, impactful (and preferably joint) pledges will prevail over quantity.

The measure of success of the work of the group will include the number of joint and individual AGD pledges developed, and analysis of available quantitative and qualitative data on progress in AGD pledge cultivation, matching, and implementation. The diversity of the actors engaged, and the regions covered will also be observed.

Membership

The AGD GoF is composed of diverse members from different entities across the globe working on AGD and intersectionality in refugee settings. Pledging entities which are part of other GCR initiatives, including the Initiative for Child Rights, Disability Alliance, Group on Gender Equality and Protection from GBV, Compact on Youth in Humanitarian Action, etc., contribute to AGD and GRF pledges' outcomes through their work which focus and advance progress on each of the Age, Gender and Diversity components.

Entities interested in developing AGD pledges and improving intersectionality in practice are welcome to join the group and participate in regular meetings.

Meetings will be convened every 2 months following a jointly developed agenda at a time that is convenient across different time zones. Ad-hoc or working groups' meetings may be called upon needs. Participation is voluntary.

Structure

It is envisioned that a tripartite co-chairing arrangement (e.g., a Member State, an organisation or network led by refugees, and UNHCR) will support the group in convening and facilitating meetings and relevant fora, including for developing joint pledges. Participants are encouraged to ensure the note-taking of the next meeting and share notes with UNHCR in charge to disseminate them, as well as sending Save-the-date for plenary meetings.

Group members will represent the group in relevant briefings convened by UNHCR and other relevant meetings with external stakeholders linked to the GCR process to share progress and encourage action.

Representatives from groups working on AGD dimensions may participate in the meetings of the AGD GoF to ensure coordination with other initiatives and existing workstreams and ensure AGD mainstreaming.

In regular meetings, the main language used will be English. Language support for major GRF-related events may be available upon request to ensure meaningful participation of forcibly displaced and stateless people.

Group members will actively participate and lead on specific outputs or activities as reflected in the roadmap. Group members leading on specific outputs may organise and facilitate ad-hoc working groups and report back on the outcomes to the AGD GoF.

Principles and values

Members of the groups are driven by the shared objectives to improve intersectionality in practice and AGD pledges' implementation through a collective, complementary approach. Members commit to actively participate in the implementation of the milestones (see annex 1 on Roadmap) and provide updates on their progress. Participation of interested entities is equitable and diversity among the multi-stakeholder group is acknowledged and recognized. As a safe and co-creative space, the group supports trust-building among diverse stakeholders.

Annexes

Annex 1: [AGD GoF 2023 GRF Roadmap](#)³ (*living document*)

Annex 2: [W AGD GoF - Compiled Objectives.docx](#)

³ 2023 GRF Roadmaps developed by diverse [GRC initiatives](#) are intended to support stakeholders in their mobilisation and realisation of objectives [in preparation of 2023 GRF](#), building from lessons learned and outcomes achieved since 2019 GRF and 2021 HLOM. Roadmaps usually entail key objectives, desired outcomes and milestones needed to reach them (according to the given timeline).