



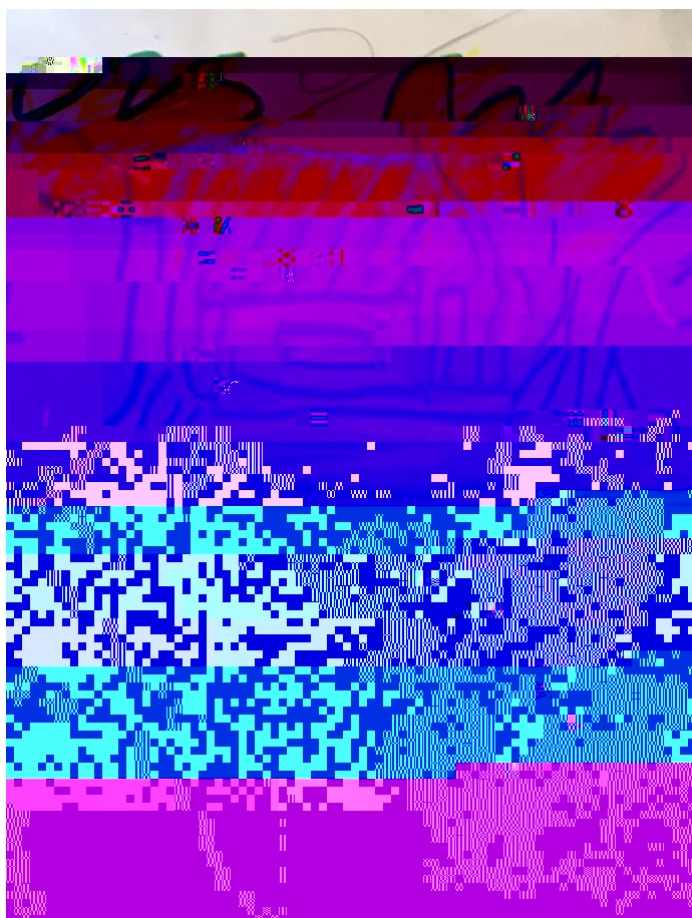
EMPOWERING REFUGEE WOMEN

Consolidated Report of 24 Research
Consultations and Workshops
Rohingya Refugee Camps, Cox's Bazar

November 2019 – February 2020

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“Any incidents of sexual abuse, rape, the survivors have possibility to be revictimized as there is a lack of proper formal justice system. That’s why many of survivors and their family doesn’t want to disclose the incidents with anyone as they fear isolation from the community” (Refugee woman)



Our Thanks



SUMMARY OF THE RESEARCH PROJECT AND THE REPORT STRUCTURE

The following summary is designed to briefly introduce the research project and to guide readers through the many layers of data, analysis and recommendations that this report contains.

WHY FOCUS ON REFUGEE WOMEN AND GIRLS?

Refugee women face discrimination and many barriers to participation in decision making, and to implementing solutions to improve their lives and those of their families and communities. This occurs despite the fact that many women are often first responders in emergencies and have immense knowledge and experience which they use to assist their communities on a daily basis. The major barrier they face is that of endemic rape and sexual and gender-based violence (SGBV) which pervades all aspects of their lives. It impacts on individuals, families and communities.

*“Sexual Violence is everywhere.”
Drawing by refugee women,
(Camp G)*

In 2018, The **Global Compact on Refugees** (see Part 1: Background to the Project) was signed by the majority of member states (Governments) of the United Nations. The



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PART 1: BACKGROUND TO THE PROJECT

The Global Compact on Refugees

The Global Compact on Refugees (GCR)¹ is a major new initiative which was signed by the majority of the United Nations member States in December 2018. It is one of the strongest policies on the protection of refugee women and girls ever adopted by the UN. Commitments include addressing gender inequality, the meaningful inclusion of women and girls in decision making and leadership, and preventing and better responding to sexual and gender-based violence (SBGV). The GCR is predicated on a multi-stakeholder approach, which is aimed at broadening the base of actors who share the responsibility for refugee protection.

Paragraph 13. *The programme of action is underpinned by a strong partnership and*



A team from the University of New South Wales, (UNSW) Australia, led by Linda Bartolomei and Eileen Pittaway³ from the Forced Migration Research, is conducting an Asia Pacific Region research project to support the implementation and monitoring of the commitments to refugee women and girls in the GCR: [Refugee Women and Girls: Key to the Global Compact on Refugees](#)⁴. It is funded by the Australian Department of Foreign Affairs and Trade. Working with local partners, it is taking place in Malaysia, Thailand, Bangladesh, and Myanmar⁵. The activities have included a series of research workshops and consultations,⁶ conducted in partnership with refugee women leaders, service providers and academics in each country. Partners in the Bangladesh project are UNHCR, the Centre for Peace and Justice at BRAC University (CPJ) and a large network of refugee leaders, UN, INGO and NGO staff who led and hosted consultations in the camps.

The Project in Bangladesh

The team from UNSW returned to Bangladesh in 2017 ([Refugee Consultations Bangladesh](#)). As part of the implementation of the current project, they worked to establish local academic and UN/NGO partnerships, to ensure that the implementation of the project in Bangladesh would bring value to an already overstretched and over-researched population (both refugees and service providers), and to set the project parameters.

Key issues which emerged in these scoping trips were:

Despite enormous hard work and good will, service providers are often overwhelmed by the size of the problem, both the number of refugees, and geographic spread. They are working in a very difficult political space. There are tensions between host communities and the refugee communities.

The newer camps are now more established, with some infrastructure in place, and the beginning of some civil society organisations and social structures. However, service providers all live with

response, schools and livelihoods becomes more urgent. There is strong competition for the funding dollar.

The standard, design and effectiveness of services offered varies quite markedly from camp to camp, even those services with the same focus, e.g. SGBV services, health

run the camps do not appear to have a set of standards which determine the quality of service delivery. We have heard reports of extremely good practice, some basic services and some frankly bad. We continue to hear disturbing reports of NGO staff sexually abusing women and girls.

³ The research team for these consultations were Dr Linda Bartolomei, Adjunct Professor Eileen Pittaway and Geraldine Doney from UNSW, and Rachel Tan from APRRN. Dr Monira Ahsan, CPJ, BRAC University joined the team in November and co-led one of the TOT workshops.

⁴ For the project website see <https://www.arts.unsw.edu.au/research/forced-migration-research->





Research Findings on each of the Six Thematic Areas

This section presents a brief summary of the key findings on each of the six areas explored by the participants in the research process. Each thematic section includes a Matrix of the key barriers



There was strong correlation of the issues reported across all consultations, including women and men identifying very similar SGBV problems for women and girls.

Figure 1: Number of consultations that raised particular SGBV issues for different ages/groups of refugee women. (Total camp-based consultations held =16)

SGBV issues common to all camps

While acknowledging that there is a strong personal and cultural component to some aspects of SGBV, both women and men gave a detailed analysis of the major contribution made by structural aspects of the situation and conditions in which they are living. Many groups suggested that the suffering caused by the structural issues exacerbated the personal and cultural issues, some of which were far more pervasive in the refugee camps than they were in Burma. They also challenged the assumption that the main perpetrators of SGBV are refugee men and boys, detailing many instances of assaults by service providers, local men and boys and service providers.

Conditions in the camps, and the lack of access to justice contribute to the extremely high incidences of SGBV perpetrated by men and boys in the refugee community, members of the local community local community and others.

The prevalence of **Forced and Child marriage** for girls 0-12 and 13-18, was of great concern in all consultations. Of particular concern was the occurrence of Trafficking across all age groups, as was Unsafe access to WASH facilities



and impacts negatively on children. Polygamy was experienced by married women aged 13 and above.

Participants shared many examples of ways in which risks of SGBV and gender discrimination intersect with every other aspect of women and girls lives and are a major barrier to accessing their other rights (See Figure 2).

Figure 2: Number of consultations which reported sexual and gender-based violence as a cross-cutting/intersectional issue in other thematic areas, for different age and diversity groups.

For example, women and girls are at risk every time they leave their shelters to collect water and use toilets and bathing facilities. The lack of lighting at night significantly increases the risks of rape, particularly when women are forced to walk long distances from their shelters to use WASH facilities



Early and child marriage is endemic, with some girls younger than 12 being married. Early



Matrix 2: Barriers to Shelter, Water Food, Fuel - Issues identified.

The left-hand axis lists the issues identified by participants. The number in each box



WASH sector was consistently identified in all consultations as strongly contributing to SGBV risks in the camps, as illustrated at Figure 4.

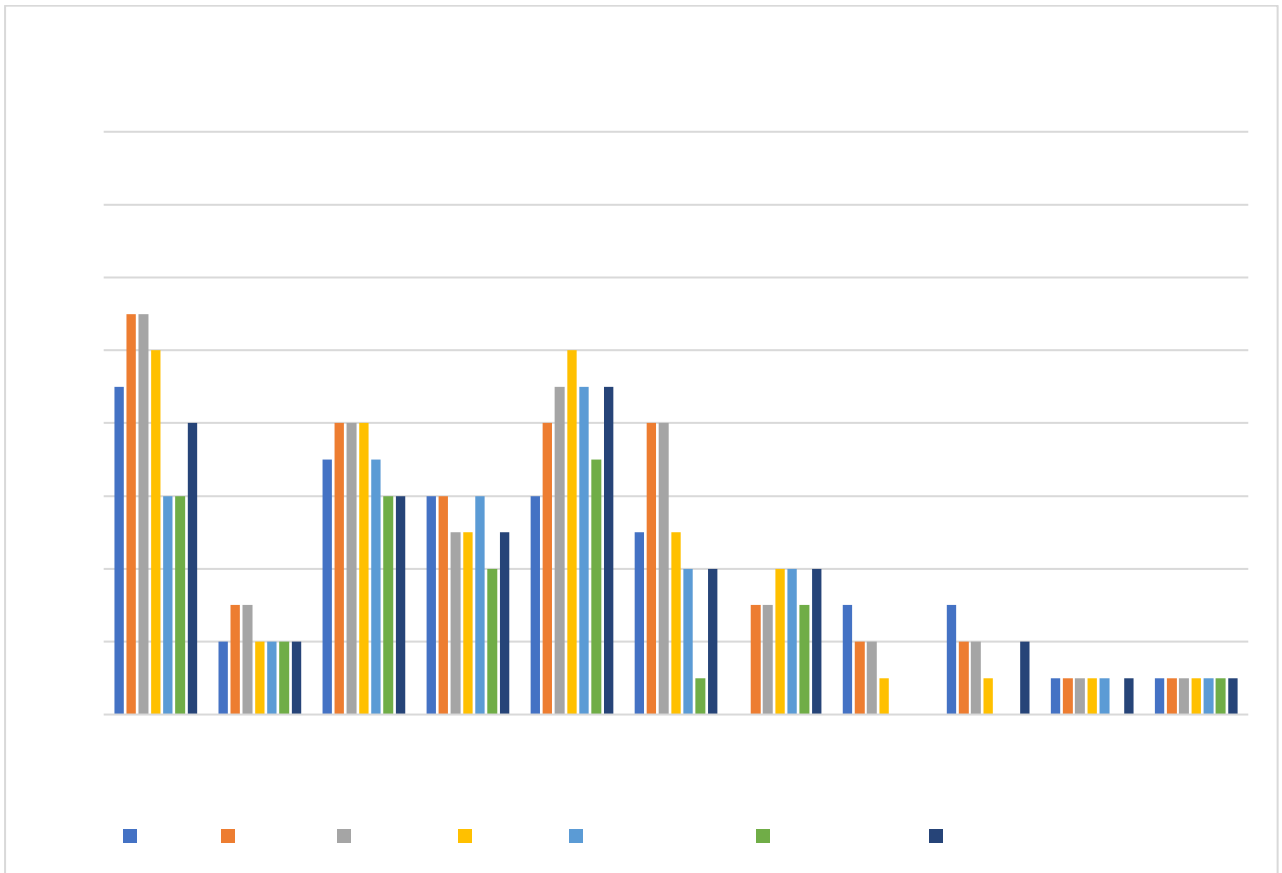


Figure 3: Number of consultations that raised Energy and Infrastructure, Shelter, Water, Fuel, Food Accessibility issues for different ages/groups of refugee women. (Total camp-based consultations=16)

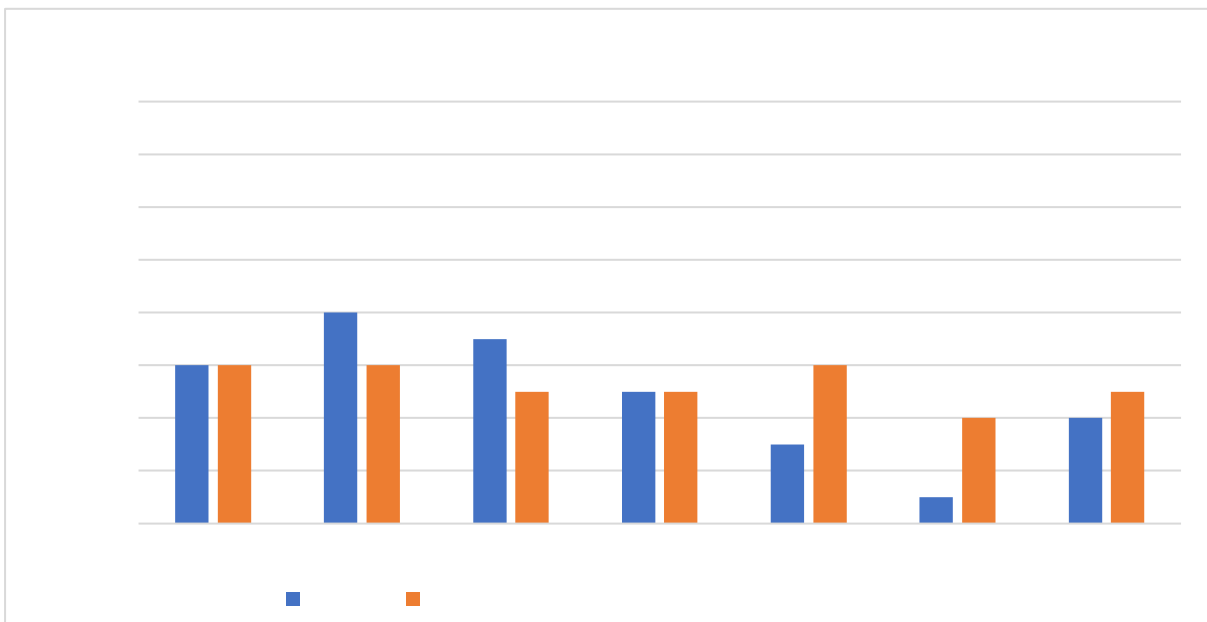


Figure 4: Number of consultations which reported WASH as a major issue across SGBV and Energy, Infrastructure, Shelter, Water Fuel, Food Access issues. (Total camp-based consultations held =16)





Figure 5: Number of consultations that raised particular education issues for different ages/groups of refugee women. (Total camp)



Participants were extremely distressed by the decreasing lack of access to education for girls and women of all ages. They identified multiple barriers including the risks of sexual abuse and harassment on the way to school. As girls face verbal and physical sexual harassment on the way to and from the learning centres, many parents are afraid to let them attend.

Parents were also upset because if they do not allow the girls to attend school because of fear for their safety, they can be accused of doing this for cultural reasons. They identified



Figure 6: Number of consultations that raised livelihood and job issues for different ages/groups of refugee women. (Total camp-based consultations held =16)

Livelihoods and Jobs issues common to all camps as discussed by participants

Participants acknowledged that there are limited livelihood opportunities for all people in the camp, but that additional barriers to livelihoods for women and girls include discriminatory gender norms and the ubiquitous risks of SGBV when women and girls move around the camps. The women noted a few short-term opportunities but no long term, safe options for them or for the males in their families.

In (X) camp – there are [a] factory of soap-making, computer training centre, sewing training centre but these training centres only provide 50 g centres only pin 88736



Sometimes women need the livelihood activity, and they go to the organisation and share with them. People give the negative proposal, if you do sex with me, I will give you opportunity. Some of the supervisors the NGO [say this]. (Consultation Facilitator)

Because there are few formal livelihood opportunities in the camps for men, and even fewer for women there is an inevitable movement of people seeking work outside the camps. However, the insecurity of work outside the camps results in serious exploitation and risk of arrest for those individuals who willingly, or who are forced to work outside the camps.

Their daily earning would be BDT300-400(\$3-\$4USD). They are in cultivation, collecting woods. Refugees go to Chawkbazar [in Chittagong] and charcoal factory. There are good number of refugees earning in Chittagong until they are caught. Women do not go so willingly. They will go when they are promised jobs, marriage and good life [but end up in forced prostitution] (Male facilitator)

Barriers to safe livelihoods include lack of education and skills development for females and males, discrimination, a



Matrix 5: Protection, Health and Documentation - Issues identified.

The left-hand axis lists the issues identified by participants. The number in each box identifies how many of the 16 camp-level community-



Figure 7: Number of consultations that raised particular protection, health and documentation issues for different ages/groups of refugee women. (Total camp-based consultations held =16)

Protection, Health



The women described a culture in which traditionally it is men in their community who are





remote) and the shape of the camps (spread-out or compact), also has a major impact on accessibility to serv in one large camp is not accessible to many women because of the distance to access it, and the danger of SGBV to women and girls moving around in the camp.

The power structures within camps are also a crucial aspect of the quality of and access to services, and justice in the camps. While there were reports of excellent and supportive service provision, a major theme that emerged was the uneven calibre of local service providers, and lack of accountability. There were many complaints about the power of the Majhis and the prevalence of corruption and violence in some camps. It was reported that a small minority of local staff and service providers are racist, misogynist, and perpetrators of sexual abuse and other forms of violence. However, complaints mechanisms available to refugees are often tokenistic, and most perpetrators enjoy impunity from justice due to the lack of effective legal mechanisms. This creates a culture of fear and anger in the refugee population as they feel helpless to respond.

Lack of Program Coordination across the Camps

“We have far too many coordination meetings but what are we coordinating?”
(Senior staff member)



While the Gender Hub is acknowledged as a critically important part of the co-ordination around Gender issues and SGBV, it has a focus on providing technical support. Some local staff expressed the wish that the Gender Hub could play a more prominent role in the actual co-ordination of services.

groups (FGDs) are conducted in camps, there are many problems in the ways in which they are conducted, and they provide little genuine opportunity to explore or develop solutions proposed by the refugee communities. The findings are seldom collated, analysed or systematically applied to programming. Rarely, if at all, are the findings and recommendations from the FDGs shared with the refugee participants. At a meeting in important data from research that had been undertaken many months before had never been analysed, and that the team did not have the skills and experience to do this. Situations like this cause extreme frustration for all concerned, in particular the refugee participants, who feel that their input is considered worthless.

A focus on gender is seldom written into the job contracts of the community-based protection teams and other front-line staff. This is a universal problem. It is no-look at the gender dimensions of different service areas, which makes co-ordination of a holistic gender response difficult.

A major barrier to good co-ordination - Top down service provision

“That’s for the higher ups” (Local NGO)

It was reported that programming is very top down in most organisations. Few local NGOs are involved in high level policy making or coordination, due to structural, language and power differentials. Many of the local staff, from all organisations, have a sophisticated understanding of what is happening and what could be done to improve services. They have information and evidence about the pervasive impact of the corruption, abuse of power, lack of access to justice for SGBV, and the detrimental bad behaviour of some Majhis. However, they reported that their voices are seldom heard, and often feel that they are not allowed to speak at meetings or to senior staff. There are no avenues for them to get their messages to decision makers. This disempowers local staff as well as refugees and works against community development and participatory approaches.

Participants noted that UN staff and big INGOs always volunteer to attend key meetings, effectively excluding voices from the grass roots. Major decisions are made without, or with only token gestures to refugee and local staff participation in decision making. This is further compounded by the fact that coordination meetings are always held in English, without the provision of Bangla interpreters. This effectively excludes many local staff and does little to advance commitments to Localisation. It links directly to the structural issues discussed above.



providers have to respect the rules which govern the refugee camps. But also, they are acceptable. It is often assumed that they do not have the skills to organise, are self-serving or are all affiliated with corrupt Majhis in the camps. These perceptions are also sometimes reflected in the refugee community, with tensions between different social classes and levels of education and between men and women. These assumptions are seldom rigorously tested or challenged.

The 2017 intakes are commonly perceived to be less educated and have less capacity, than those who have been in the camps for a long time. Yet there are some women in this cohort from higher status groups in Burma and with tertiary education. Some of these women have formed groups or community-based organisations in the camps and are mobilising women to improve conditions and assist in service delivery and capacity building. These groups are often dismissed and sometimes feared by key stakeholders with access to funding, as troublemakers and competitors. The accusation that they represent self-interested groups and are competitive with each other for available resources and opportunities to participate is common. The irony is that these behaviours mirror those of some of the service providers working in the space. It mirrors the reality of life in the Humanitarian aid sector and life in general.

There is also a focus on negative cultural practice and the horror of the current situation in Burma/Myanmar, but women do not always refer their lives there as having been totally negative. They talk of happier times and a good family life. They discussed how cultural practice is fluid and often used as a survival strategy, such as the wearing of the Burqa for protection, and the arrangement of child marriage as an act of desperation, both to protect the girl and to enable her family to survive. To work successfully in this environment, service providers have to navigate carefully through these complexities. However, response to life in the camps is often evidence of the knowledge, experience, and capacity of these women, and should be embraced and used to enhance the conditions of all in the refugee communities.

Maximising impact of the value that refugee women and men, CBOs and local NGOs can bring to the table will require more coordination and communication between grass roots workers and programmatic/management staff, service providers and community leadership, and community members. The regular debriefs with local staff as already undertaken, for example, by UNHCR and Relief International could be an effective way of harnessing this experience and capacity.

To date, no local partner has a Principles Partnership Agreement (PPA) with UNHCR to support local women-led groups in the camps. There is political sensitivity to the suggestion of providing financial support to refugee groups. As a result, UNHCR is providing non-financial direct support for these activities. As far as possible they are using a participatory, refugee-
their needs. Some other

afraid it may push these groups to develop and expand at a rate beyond their capacity, without the support and training often required by newly emerging groups. Recognising that process is as important as outcomes, a community development approach can be effective in supporting refugee community led initiatives such as these. A Refugee Community Development project run by the Somali and Afghan refugee communities in India, which was



supported by the UNSW project team, with UNHCR, is an example of good practice in this area.¹⁴

Quantity, not Quality - Inadequate Monitoring and Evaluation

The lack of in-depth monitoring and evaluation, usually because of lack of time, means that the circumstances and levels of service provision in camps are often listed but not analysed. and evaluation (M and E) without analysis is of limited

in the camps. This is seldom broken down into how many women these shelters serve on a



Figure 1: Number of consultations that raised SGBV issues for different ages/groups of refugee women. (Total camp-based consultations held =16)¹⁵

The Personal and Cultural

While the extent of the widespread and pervasive impacts of SGBV on refugee women is well known and documented, there is an almost total focus on the concept that it is grounded in a cultural, religious, and patriarchal base, and that the perpetrators are most often refugee men. This position was also articulated by many of the refugees – even while their stories painted a very different picture.

The result of these beliefs is that many SGBV programs are structured on the assumption that SGBV has only a cultural, religious, or patriarchal base. They consequently have a

physical protection, mostly after the event. No-one denies the fact that culture, religion and the actions of some individual refugee men are a major problem. However, while measures addressing this are obviously necessary as part of a suite of responses to SGBV, they only address one part of the problem.

Women reported that while SGBV had been an issue in Burma/Myanmar, before their arrival in Bangladesh, the incidence has multiplied in the harsh conditions in the camps - as has occurred around the world.



Poor co-ordination between different sectors, which are siloed. For example, there is little focused programmatic interaction between WASH and SGBV, even though the women strongly identified a clear causal link between WASH design /issues and sexual harassment, abuse, and rape.

A lack of gender analysis is evident in many programs and in each camp.

When the mass arrivals first began, gender experts were not employed in all camps at the same time, resulting in an uneven response to gender needs in different sectors.

results in a lack of understanding of intersectional issues which lead to SGBV and results in a lessening of the focus on strengthening gender responses in all areas and programs, as a major SGBV prevention response.

The only forms of SGBV that are taken seriously, and considered/reported as criminal acts, are rape and trafficking.

All other reports of harassment and abuse are dealt with by the Majhis and in some camps or some cases by the CICs.

There is a systems wide failure to identify or address root causes, exacerbated by a belief that refugee women and girls are not capable of analysing their own solutions.

Grass roots workers are frustrated that they have norls are not capable of op70 g0 Gp078}TJETQq0



PART 3: CONSOLIDATED RECOMMENDATIONS

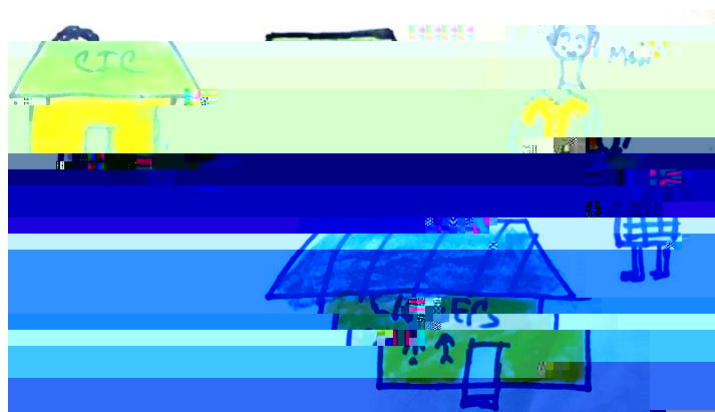
The following recommendations have been compiled by the research team and include recommendations from refugee and NGO participants made in the research consultations and workshops. The combined recommendations from the refugee and NGO participants are organised thematically.

COMBINED RECOMMENDATIONS FROM PARTICIPANTS.

These recommendations have been drawn from all consultations and workshop reports. As far as possible they have been kept in the voice of the participants. (Please see the Recommendations section in each of the three Data Analysis Reports, for further detail and quotes from participants¹⁶.) While service providers may believe that some of the recommended actions and services are already in place, what is reflected in the recommendations is that the quantity, spread and quality of services is not always adequate. As with the Findings, they reflect the reality of the participants.

1. COMBINED RECOMMENDATIONS: SEXUAL AND GENDER BASED VIOLENCE

The strong message from the refugee women was that while they want to be actively involved in addressing the widespread problem of SGBV including child marriage, they cannot do this alone and must have strong support from service providers, local authorities, religious and community leaders and men in their families and communities.



Women said that they want to work together to stop child marriage of their daughters. They said that they are willing make women and men in the community to aware about negative consequences of child marriage. Few people told that they will volunteer to go to houses to stop child marriage. (Image from Refugee woman in one camp narrative reported from Refugee women in a different camp)

Lack of access to justice to address cases of SGBV was a major concern in all groups. Participants in the consultations had many suggestions about ways in which to improve the situation. Their analysis was that the lack of access to justice, and attitudes of some people working with the refugees were exacerbating the problem, and as a result, women were increasingly less able to participate in camp life because of fear for their safety. Their

¹⁶ See links to reports at [Annexe 1](#)



proposed solutions acknowledge that these personal experiences are tightly linked to the structural issues, and both have to be addressed simultaneously.

Participants suggestions included:

Regulations and access to justice

Improved access to rapid legal assistance is urgently needed as currently, slow access to legal support is a deterrent to reporting SGBV (and other) crimes.

Gender sensitive female police must be deployed in the camps and that all CICs employ female assistants to whom women can report cases of SGBV.

Clear reporting pathways to intervene in cases of child marriage must be established and fully supported by the CICs and service providers.

All referral pathways to report SGBV and to access effective legal responses must be monitored to ensure they are effective.

More effective and accessible reporting mechanisms for abuse by people in positions of power are urgently needed, with access to protection and a fair, effective justice system after reporting abuse.

Actions to prevent dowry payments and polygamy, which contribute to early marriage and domestic violence must be developed. This will require intervention at the CIC level.

Implementation of age restrictions for marriage must take place urgently including registration of **all** marriages by CICs, with the Majhi or community leader to follow up, and



negative impacts of child marriage, domestic violence, dowry payments and polygamy and sexual harassment and rape. These sessions should include a strong message that these things are against the law, and will









Experienced teachers from the community should be supported to provide evening sessions children can assist each other.

[The women] said that they can make study groups in the community or WFS to learn from one another. They also want to have one to one support for girls. This will help girls to be more confident and interested to continue education.
(Refugee woman)

Formal employment opportunities be provided to Rohingya women who already provide informal classes in the camps for girls.

They said that they will raise awareness in the community if any school established for girls or any other learning opportunity... They sometimes go to [work] as volunteers or teachers or WFS workers. (Refugee woman)

Steps must be taken to keep young girls at school as an immediate physical protection measure, and to ensure that they receive education which has been proven to be the best protection measure against SGBV. This includes a decrease in forced and child marriage.

Literacy classes must be provided for women which will increase their knowledge of available services and their confidence to complain when they face abuse or exploitation.

More organizations to provide education, and WFS to provide additional livelihood and other trainings for girls and women. They want more literacy classes to understand basic things as how to complain or how to fill forms to receive services. (Refugee woman)

Women and girls, men and boys should be provided with peacebuilding training so they can build skills to address conflict in their families and communities.

4. COMBINED RECOMMENDATIONS: LIVELIHOODS AND JOBS

Her husband learned farming from NGO and started farming in the fields since he works in all day, he has no time to quarrel with his wife. This brings peace back to their family life. (Refugee woman)

Legal access to Livelihoods and employment were seen as the key to addressing many of the barriers to justice and participation identified in this report. It was also seen as a potential major positive contribution to the mental health of the refugee community, which would improve the condition of the refugees and enable them to contribute more effectively to Bangladesh. It would provide a way to show their gratitude to the Government for granting them asylum. However, many participants see the opportunity for livelihood diminishing rather than increasing.

Before there was an adolescent learning centre but now project have stopped. It'll be good for this project to start again. In the long run they can learn more things. They can teach the next generation and the environment can change.
(Refugee woman)



Participants suggestions included that:

Freedom of movement in and out of the camps be allowed to enable refugees to take up employment legally.

Livelihoods training programs and safe income generation opportunities conducted in the Women Friendly spaces be significantly expanded to include all adolescent girls and women at risk of being forced into marriage or to engage in survival sex.

In the learning centre, we should open learning point so that women can learn, and so that they can make money. We can create awareness session for the girls. So that they can learn and earn money. It'll be very good.

(Refugee women)

Livelihoods training programs for women and girls should be expanded to include computer training, mobile and electronics repair in addition to training in sewing and traditional handicrafts.

NGOs should develop targeted capacity building and livelihood training programs for LGBTI women and women and girls with a disability, many of whom face significant discrimination, which prevents them from participating in services used by other women and girls.

Employers, who abuse and exploit refugee workers including local families who employ Rohingya young women as maids, must be brought to justice.

Livelihood opportunities for men as well as women should be developed in order to reduce





RECOMMENDATIONS FROM THE PROJECT TEAM

Positive Strategies for Change

While working in some of the most difficult circumstances ever documented, many service providers are providing excellent services and constantly adapting and improving their program models and implementation strategies. The local learning from these initiatives could assist all key stakeholders.

Addressing Lack of Program Coordination across sectors and across camps

Improved co-ordination procedures will need to be put in place in order to address the many problems and barriers to ensuring the participation of refugee women and girls in all aspects of decision making and service delivery, and in achieving a truly effective response to the prevention, mitigation and response to all forms of sexual and gender-based violence experienced in the camps.

Co-ordination must occur at both a macro level, including UN bodies, INGOs, key local provide services in the camps, and most importantly involving the informal services provided by the refugees themselves.

The existing co-ordination network could be consolidated and simplified to achieve this.





Gender-Based Analysis

Gender assessment tools such as Gender Markers or the excellent model developed by the Canadian Government¹⁸, provided below, which requires that all applicants for program



PART 4 CONCLUSION



This matrix board is really helpful because those Rohingya people who comes from Myanmar cannot read and write, they are very illiterate. Because of this matrix board we are able to understand them and show them picture. Through this matrix we are able to know the specific problem with the specific age group. So, it's really helpful. (Refugee woman Facilitator)



PART 5 – METHODOLOGY AND PROJECT STAGES IN BANGLADESH

The Research Methodology

_____ methodology used for this project was developed by Eileen Pittaway and Linda Bartolomei over many decades of working with refugee women and girls¹⁹ in over 20 countries around the world.

The focus of the method is the collection of information from often vulnerable populations in a way that is empowering, not harmful, not exploitative and which has the potential for bringing about social change. It is ideal for use with marginalised and disadvantaged groups who have valid and historically based reasons for distrusting people in authority, including researchers, academics and representatives of Government and other institutions. This might include people who experience discrimination on the basis of such things as class, race, gender, disability, or refugee status. The reciprocal nature of the method transforms

, and from researcher directed projects and outcomes, to participants and community directed outcomes. It included the use of and data from



rights do not act independently of one another. Each type of discrimination compounds the effects of other discriminations suffered by refugee women and girls thus reducing their ability to access many of their rights. They cannot be alleviated by stand-alone solutions. This theory was introduced to all the participants in the four TOTs women through the use of a complex road map, with a major intersection, where roads named after discriminations, such as Sexism Street, Religious Persecution Highway, Patriarchy Place, Racism Road etc crossed each other, and cars caught up at the intersection crashed. They demonstrated their understanding by applying the concept to produce complex and sophisticated analysis of the problems they are experiencing. Their analysis informed their approach to the camp-based consultations they led and reported on and has informed the analysis shared in this Data Analysis workshop report and in the final combined report.

Applying the Age Gender and Diversity Framework

Given the strong focus on the importance of an Age Gender and Diversity²¹ (AGD) approach in the implementation of the GCR, the women and men in both the TOTS and the camp based consultations completed an exercise using a Matrix which had diverse ages and categories along the top access, and the thematic areas addressed in the Global Compact on Refugees along the left axis. As noted above, they analysed the different impacts of six thematic areas on each divers group, which were:

1. Experiences and impacts of sexual and gender -based violence,
2. Barriers to shelter, water, fuel and food
3. Barriers to education,
4. Barriers to livelihoods and jobs,
5. Barriers to protection, health, and documentation,
6. Barriers to participation and leadership.

Each of these was explored through the lens of eight diverse groups: Girls 1 - 12, Girls 13 - 17 Women 18 - 25; Women 25 - 50; Older Women; Women with a disability; LGBTI Women and Single Women and for men and boys in the same age and diversity groups.

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Detailed Project Stages in Bangladesh

Planning Phase



ANNEXE 2: SUMMARY TABLE OF ALL PROJECT WORKSHOPS AND CONSULTATIONS

Trainings and consultations included

Training of Trainer in reciprocal research Consultations x 4



6X	15 refugee women	2 refugee women, and 3 service providers (1 INGO, 1 INGO and 1 UN)
7X	15 refugee women	1 refugee women, and 3 Xservice providers (2 INGO and 1 UN)
8X	15 refugee women	3 refugee women, and 3 service providers (2 NGO and 1 UN)
9X	15 refugee women	3 refugee women, and 2 service providers (1 INGO and 1 UN)
10X	15 refugee women	2 refugee women, and 2 service providers (2 UN)
11X	15 refugee women	3 refugee women, and 3 service providers (3 INGO)
TOTAL: 165 refugee women		

#	Participants	Facilitated by
12X	15 refugee men	1 refugee man, and 2 service providers (2 INGO)
13X	15 refugee men	3 refugee men, and 2 service providers (2 UN)
14X	12 refugee men	3 refugee men and 2 service providers (1 INGO and 1 UN)
15X	15 refugee men	1 refugee man, and 2 service providers (2 INGO)
16X	12 refugee men	3 refugee men, and 3 service providers (2 INGO and 1 NGO)
TOTAL: 69 refugee men		

Data analysis workshops - 3 workshops, February 2020

Group

