

Meeting, June 2019. Updated  
September 2019 to include  
further data from the field

The UNSW/UNHCR Gender Audit team.

## JOBS AND LIVELIHOODS

**(GCR Paras 70 and 71)**



Key Challenge: A mechanism to ensure that AGD, Women and Girls and addressing SGBV are reflected in the Jobs and Livelihoods Co-Sponsorship Group and Pledges

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” (Female refugee, Fieldwork Consultations, July 2019)

Barriers to jobs and livelihoods experienced by girls and women which could be addressed by Pledges include:

- ◁ The high risk of sexual and gender- based violence in workplaces and jobs available to refugee women and girls, including in factories, work as housekeepers and exploitation by some NGO staff and other service providers are seldom acknowledged, documented or addressed.
- ◁ That women’s informal skills and experience are not taken into account when designing livelihoods programs,

- ◁ That comprehensive skills audits and market access and demand are not considered when designing programs such as craft and tailoring programs for women, leading to failed programs.
- ◁ The childcare needs of women and girls are not considered when designing livelihoods training and other educational opportunities. Many refugees do not have families to assist with this.
- ◁ Lack of consideration of and acknowledgement of previous qualifications, and racial bias by employers.
- ◁ No consideration of the livelihood needs and capacity of women and young women with a disability

### Pledges which could be made include:

That all refugees be provided access to legal, safe and sustainable work opportunities.

That the specific barriers and challenges faced by women and adolescent girls when seeking employment and livelihoods, including the particular risks of SGBV be documented at a local level, and strategies put in place to address these.

That targeted services be established to provide employment and targeted vocational training for people with a disability, many of whom have skills and ability which is not utilised.

That livelihoods targeting women and adolescent girls look beyond the traditional craft and dressmaking skills, and include skills audits, analysis of local markets, and feasibility studies.

The future benefits to both refugee and host communities of programs which support self-sufficiency and sustainability should be core to program development and address the different needs of women and men.

A detailed Gender audit report of the 2<sup>nd</sup> Preparatory meeting with further recommendations for Pledges is available at <https://www.unhcr.org/en-au/resources-5cc1a4e94.html>

Progress reports on the field consultations undertaken as part of the Refugee Women and Girls Key to the Global Compact on Refugees Project, led by UNSW, in Bangladesh, Malaysia, Myanmar, Thailand and Australia will be available from October 2019 at

<https://www.arts.unsw.edu.au/our-research/research-centres-networks/forced>