



Communiqué of the Charter for Change Annual Dialogue and the Women in Humanitarian Leadership Summit

25 July, 2025

Preamble

This Communiqué summarizes the key discussions, outcomes, and commitments made during the Charter for Change (C4C) Annual Dialogue and the Women in Humanitarian Leadership Summit held on November 26th and 27th, 2024, respectively. The events brought together signatories, partners, and stakeholders to review progress, address challenges, and reinforce commitments to localization and gender equality in humanitarian action.

Highlights from the Annual Dialogue

The Annual Dialogue Meeting, co-hosted with the Refugee-Led Organization Network (RELON), focused on "**Celebrating Progress and Positioning for the Future.**" Key highlights and discussions included:

■ Enabling Environment for Localization

Local Actors and Capacity Gaps: While Uganda boasts a robust ecosystem of local actors, access to funding and recognition remains limited. Some INGOs have modelled equitable partnerships, but systemic barriers persist. Stakeholders urged INGOs to shift roles from implementers to enablers.

Reframing Collaboration: Strengthening community resilience requires ecosystem-wide collaboration, not just isolated partnerships. Participants recommended that INGOs focus on capacity building and policy influence while local actors lead implementation.

■ Key Recommendations

- Adapt donor frameworks to local needs.
- Strengthen local capacities.

- Establish performance-based criteria that support inclusive growth.

■ Results from the National Mapping Exercise

A national mapping conducted under C4C's FY23 plan identified 450 actors across 69 districts. Of those, only 16% were women-led, and 13% refugee-led. Most operated across the humanitarian and development sectors.

■ Growing Endorsement of C4C

The number of C4C endorsers rose from 170 in 2023 to 319 in 2024. The number of signatories increased from 7 to 11 during the same period.

■ Institutional Commitments

The Royal Danish Embassy

- Continued support for localization through flexible funding.
- Prioritization of gender-sensitive programming.
- Advocacy for broader UN donor alignment with localization

VNG International

- Enhance livelihoods through local government-led initiatives.
- Create safe, inclusive municipal environments.
- Strengthen local governance under the Charter for Change.

CRRF Secretariat

- Finalize Uganda's national localization framework.

Gulu University (Academia)

- Integrate best practices into training curricula.
- Support proposal writing and needs assessments.

District Local Governments

- Advocate for pooled funding.
- Improve infrastructure and essential services.
- Enact policies and bylaws supporting disaster preparedness.

Private Sector

- Train and employ refugees and host communities.
- Fund inclusive business models and financial access.

Refugee-Led Organizations (RLOs)

- Champion gender equity.
- Promote financial literacy.
- Form consortia for greater impact.

■ Appeals and Calls to Action

To Donors:

- Prioritize direct funding to L/NNGOs.
- Co-create project cycles and avoid subcontracting models.
- Support L/NNGO participation in coordination spaces.

To Embassies:

- Promote flexible, predictable funding aligned with the Grand Bargain.

To Government:

- Bridge infrastructure gaps.
- Foster an inclusive policy dialogue.
- Provide regulatory clarity for L/NNGO engagement.

To Private Sector:

- Fund refugee-led businesses.
- Hire locally and operate in high-growth sectors.

To INGOs:

- Share risks and visibility with local partners.
- Explore pooled funding options.
- Recognize L/NNGO contributions.

To Academia:

- Disseminate research and impact data.
- Expand education access and accountability frameworks.

To RLOs:

- Advocate for investment in refugee-owned enterprises.
- Engage in policy dialogue.

Highlights from the The Women in Humanitarian Leadership Summit

The Women in Humanitarian Leadership Summit was held under the theme: **“Galvanising Women’s Leadership in the Humanitarian-Development-Peace (HDP) Nexus and Influencing Decision-Making Spaces.”** Throughout the summit, participants reflected on the urgent need to empower women-led organizations and ensure the full and meaningful participation of women in leadership and decision-making processes. Women remain at the forefront of humanitarian response, but systemic inequalities limit their

leadership roles. The Summit aimed to build capacity, create mentorship opportunities, and promote gender equity.

■ Key Issues Discussed During the Panel Discussion on Breaking Barriers and Advancing Equity

- Strategies to end gender-based violence against women and girls in our communities
- How women-led organizations can overcome institutional challenges
- How women-led organizations' leadership can be productive, strategic, findable and fundable
- Innovative funding mechanisms to support the implementation of WLO work

■ Endorsing the 16 Days of Activism

During the summit, participants endorsed the 16 Days of Activism. They:

- Called upon all stakeholders to end violence against women and girls,
- Called upon policymakers to develop, review and enforce policies, legislation regulations and support structures to protect women and girls,
- Called for massive investment in evidence-based and gender-transformative educational policies and programs,
- Called for an increase in ongoing and well-coordinated financing and funding for prevention, protection, early intervention, and response services to make a sustained impact on reducing the prevalence and incidence of GBVF.

■ Calls to Action

- The government, donors, INGOs, private sector, civil society and community stakeholders should increase investment in STEM, digital access, entrepreneurship, and social protection.
- All stakeholders should enhance women-led humanitarian, development and peace initiatives and put women at the center of all development processes.
- The government and development partners should prioritise gender-transformative climate funding
- Policymakers should integrate a gender lens into disaster risk reduction and management by implementing early warning systems.

Summary and Conclusion

The Charter for Change Annual Dialogue and the Women in Humanitarian Leadership Summit reaffirmed the commitment to localization and gender equality in humanitarian action. Participants highlighted progress made, identified challenges, and outlined concrete actions to accelerate the shift of power and resources to local actors. The Communique serves as a roadmap for collective action in the coming year, guiding signatories, partners, and stakeholders in their efforts to build a more effective, equitable, and sustainable humanitarian system.

We extend heartfelt appreciation to all partners, stakeholders, and participants who contributed to the 2024 Annual Dialogue and Women in Humanitarian Leadership Summit.

With Gratitude,

A handwritten signature in blue ink, appearing to be 'Joyce', written over a horizontal line.

Ms. Joyce Acoko
Chairperson, C4C Working Group Uganda