

‘Menu’ of pro bono options in the framework of the GRF pledge^{1*}

Area	Type of service	What the service might entail
Organizational Legal Support Legal support that strengthens how your organisation is established, governed and run.		
Operational Legal Support	Legal registration and organizational status	• Advice on the laws, legal structures and registration options available to establish a non-profit organization and/or social enterprise. • Assistance with registration applications and supporting documents.
	Staff and volunteer arrangements	• Drafting or reviewing employment, consultancy, internship and volunteer agreements or templates. • Advice on hiring displaced staff, work authorization, worker rights, wage and hour compliance, labor relations and collective bargaining. • Development or review of employee handbooks and workplace policies.
	Data protection and cybersecurity	• Advice on and development of data protection, privacy and data-sharing policies. • Advice on data breach response, notification, reporting and related cybersecurity risks.
	Governance and compliance	• Advice on governance structures and board responsibilities and liabilities. • Drafting or review of articles of association, bylaws and other governance documents. • Advice on obtaining and maintaining tax-exempt status and complying with applicable legal and regulatory requirements.
	Commercial, financial and other operational support	• Review or drafting of commercial contracts, including leases, procurement, partnership, service and construction agreements. • Advice and representation in negotiations or disputes with landlords, insurance companies, service providers and other stakeholders. • Advice on fundraising and innovative financing models, including social impact and ESG-linked financing. • Secondment of lawyers to an organization and tailored legal training on operational matters.

^{1*} This menu serves as a non-exhaustive list of examples of services that law firms can provide in fulfillment of their pro bono commitments made in the context of the [Global Refugee Forum Legal Community Pledge](#). Services can be provided to refugees, asylum-seekers, stateless people, and internally and other displaced people, as well as the organizations that work with or are led by them, including non-governmental, refugee-led and civil society organizations, UNHCR and national/state protection institutions.

Programmatic Legal Support

Legal Research, Capacity Building and Information Management	National, international and/or multi-jurisdictional research on various thematic areas	• Research on asylum, statelessness and other legal frameworks at country, regional or international level. • Empirical research or analysis of the impact of laws and practices on refugees, asylum-seekers, stateless people and other forcibly displaced people. • Mapping legal gaps across regions and developing proposals to address gaps, needs or emerging legal questions that could strengthen national protection capacity. • Analysis of laws, policies or practices relevant to the root causes of forced displacement and statelessness, including country of origin information where appropriate.
	Trainings and advocacy support	• Legal workshops and training for staff, volunteers, paralegals or communities. • Research on specific legal frameworks or specialized topics, such as access to banking for forcibly displaced people. • Legal guidance to support evidence-based advocacy, particularly in complex legal environments.
Legal Information Management	Case law, legislation, databases and digital legal information tools	• Summarizing court decisions for databases and platforms, including the Refworld law and policy database, or to inform litigation, advocacy and practice. • Advice on copyright, privacy, data protection, use of AI, cybersecurity and systems protection in connection with the publication and management of legal information. • Assisting with the collection of legislations and development or testing of artificial intelligence tools for legal information provision.
Direct Assistance	Asylum & Protection	• Assisting people to understand eligibility and to complete, file and support applications for asylum, refugee status or other form of international protection. • Helping obtain supporting documentation and prepare for interviews, reviews or appeals.
	Access to justice and rights, Strategic Litigation	• Supporting or representing applicants and appellants, or organizations acting as amicus curiae or third-party interveners, in strategic litigation and appeals before national or regional courts. • Acting in individual complaints procedures before international human rights treaty bodies or special procedures, where appropriate. • Providing advice, representation, negotiation, mediation or dispute-resolution support on other domestic-law matters affecting rights, including education, family law, identity documents, naturalization, housing, banking and taxation. • Referring matters to appropriately qualified specialists where required.
	Immigration Detention	• Representing detained people in applications for release, including habeas corpus applications, detention reviews and bail hearings, and supporting access to alternatives to detention.

		• Providing legal advice in detention centers, prisons or airports, or by telephone or other remote means.
	Livelihoods	• Advice and representation relating to work permits, business registration, taxation, entrepreneurship, employment rights and violations of labor laws. • Representing entrepreneurs in dealings with government bodies and other agencies. • Working with financial institutions to improve access to retail banking services.
	Family reunification, and family tracing	• Assisting applicants and sponsors with family reunification applications and necessary documentation, including travel documents and visas. • Providing coordinated advice in the country of destination and the country of departure, and supporting family tracing procedures. • Supporting structured family reunification clinics or referral programs.
	Complementary pathways^{2**}	• Assisting with visa applications and required supporting documents, certifications and travel documents. • Advising people and their families on the status available in the receiving country, requirements to extend lawful stay and possible routes to naturalization. • This may include employment, education, private or nominated sponsorship, and humanitarian pathways.
	Social assistance and economic inclusion	• Advice and representation relating to child benefits and school meals, social pensions, conditional and unconditional cash transfers, unemployment assistance and insurance, skills-development schemes, disability assistance and insurance, and inclusion in national social protection measures.
	Statelessness and nationality	• Assisting persons to complete, file and obtain the necessary documentation to apply for citizenship or other legal status; some law firms run 'statelessness' clinics. • Helping obtain supporting documentation and prepare for interviews, reviews or appeals.
Other non-legal services	Mentorship, coaching and employment support	• Mentoring and coaching for refugee students and young people, including support to enter the employment market and access internships. • Tailored workplace-skills training, interview preparation and CV workshops for refugee candidates and support for prospective employers. • Employment of forcibly displaced people in the legal profession, where authorized.
	Public Information/ Communication	• Support with public information, communications and marketing, including media training, IT support, translation, and document design and production.

^{2**} Employment Pathways, Education Pathways, Nominated Sponsorship Pathways and Humanitarian Pathways.