

Concept Note – IFRC 7 Moves to gender and diversity training

[Gender and Diversity / Bangkok](#) /December 2015

Background

The IFRC recognizes that women and men have different capacities, strengths, needs and vulnerabilities, each of which can impact individual and community resilience to disasters and crises. Individuals and communities can be at greater risk due to their gender or physical and social differences, that cause them to be increasingly vulnerable due to inequality and discrimination based on these differences. This can relate to person's gender, age, whether a person has a disability or learning impairment. It can be compounded by a person's socio-economic or health status, their ethnicity (particularly minority groups), their affiliation with a particular religious group or their migrant status. There is substantial evidence worldwide (and within the Southeast Asia region) of the negative impacts on women, girls, boys and men when humanitarian assistance is not adequately sensitive to gender or diversity considerations.

Gender: the social differences, rather than the biological differences, between men and women. These differences are learned and changeable over time and context. They are shaped by our culture, beliefs and traditions and impact on men and women's roles, attitudes, behaviours and expectations.

Diversity: refers to the differences between people. These differences can be physical or social and can include: gender, sexual orientation, age, disability, HIV status, socio-economic status, religion, nationality and ethnic origin.

Rooted in its humanitarian mandate to alleviate human suffering, without discrimination, and to promote human dignity, the IFRC strives to ensure that gender and diversity approaches are integrated into all of its operations. From disaster management to health programming, WATSAN to violence prevention, the IFRC recognises that without gender and diversity-sensitive approaches, the most vulnerable people will not be reached and whole communities will be less resilient to the impacts of disasters. However, when gender and diversity equality *is* actively promoted, it can positively transform and enhance individual lives, as well as societies as a whole. Addressing gender and diversity is directly linked to all three strategic aims and enabling actions of [IFRC's Strategy 2020](#) and to ensure these are achieved, IFRC and National Societies are guided by a number of frameworks including the [IFRC's Strategic Framework for Gender and Diversity Issues 2020](#) and [IFRC's Strategy for Violence Prevention, Mitigation and Response](#). Policies such as [IFRC's Gender Policy](#), [HIV/Aids policy](#), and [Policy on Migration](#) also work to guide members and protect the rights of the most vulnerable.

It is understood that gender and diversity is not new for National Societies in Southeast Asia or for the IFRC delegation. However, in the last three years IFRC Southeast Asia Regional Delegation (SEARD) has been working in close collaboration with National Societies in Southeast Asia to ensure that gender and diversity is incorporated in a more strategic and systematic way. This has included raising awareness of gender and diversity approaches through training and workshops, as well as providing technical support for the improved integration of gender and diversity within [National Society policies, programmes and tools](#) across DRR but also in all areas of resilience building including migration, awareness raising with the youth network and disaster law.

Rationale and considerations for 7 Moves training

The IFRC have developed a global training package '7 moves to gender and diversity'. This is a two-day training package which is being rolled out globally with National Societies and IFRC delegations. The training is based around the seven fundamental principles and the minimum standard commitments to gender and diversity in emergency programming.

To achieve increased systematic and strategic incorporation of gender and diversity throughout all areas of IFRC and National Society programmes and activities, it is important that all staff working with National Societies support the inclusion of gender and diversity equality for resilience and recognize the importance of taking this approach. In order to achieve this, it is proposed that IFRC staff undertake the '7 moves' training to increase knowledge and skills in the area of gender and diversity, to apply it and integrate it within their work, so as to help build a sustainable and holistic approach for National Societies moving forward.

Key Objectives:

- To understand importance of mainstreaming gender and diversity in different sectors throughout programme cycle
- To articulate clearly the key concepts of gender and diversity and the imperative for gender- and diversity-sensitive programming, as well as be introduced to practical ways to achieve it
- To be confident in the practical application of the IFRC *Minimum Standard Commitments to Gender and Diversity*.

Workshop format:

Timeframe: One- day condensed training of the '7 moves to gender and diversity'

Date: January 28th 2016

Location: Bangkok, Hotel (TBC, close to the IFRC office).

Participants: Approximately 25 participants, both technical and non-technical IFRC Bangkok delegation staff. Representatives from Australian RC (x1), American Red Cross (x2) and Thai Red Cross (x2) to be invited.

Facilitators: IFRC's SEA Regional Gender and Diversity Officer, Christina Haneef and May Maloney, IFRC Regional Asia Pacific Gender and Diversity Advisor.

Language of training: The training will be conducted in English

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