**10th Annual South-East Asia Red Cross Red Crescent Leaders Meeting 2013**

OD and Youth Working Group

**South-East Asia Leaders /Luang Prabang / 25 – 27 March 2013**

**Framework for strengthening NS**

**Organisational Capacity Assessment Certification (OCAC)**

* In 2012 Myanmar first SEA NS to pilot OCAC. Self assessment finalized and Myanmar RC evaluating next steps to support identified weaknesses.
* **PRC**, **VNRC** and **CVTL** have indicated interest in OCAC / this needs follow-up and confirmation with Geneva Team.
* Currently no SEA countries on GVA list for 2013 OCAC round .
* CRC and PMI want to wait and observe.

**Fed-wide Databank & Reporting**

* Slow progress in this area due to: poor internet connection (CVTL); need for more clarification (Myanmar RC); challenge of data collection (PMI); activity delayed while HR system gets ready (VNRC).

**Learning and Knowledge Sharing Network**

* 8,305 users from Asia Pacific and 30,880 users globally
* AP is 60% of population, but only 26% of users from APZ
* Need to facilitate more usage which requires ***local language*** and better ***connectivity***

**Digital Divide**

* Steady progress by Myanmar RC, CRC, CVTL, PRC and VNRC
* Support provided by Singapore RC to Myanmar RC
* VNRC noted their good progress was based on strong commitment from Leadership

**Volunteer Development**

* 30% coverage of 2 million Volunteers in SEA: TRC & CVTL have 100% coverage; SRC & PRC, volunteers have “own insurance”; CRC (9%), PMI (>1%), Malaysia RC (42%) and Myanmar RC (6%); BRC, LRC and VNRC (0%).
* Recent development with Zurich Insuarnce partnership (PMI)
* Consider targeted support for countries under 10% coverage.

**Youth Development / Networks**

* Youth Policies: *strong coverage - nearly 100%*
  + Yes: CVTL, PMI, Myanmar RC, PRC, TRC & VNRC
  + Drafting/Reviewing: BRC, CRC, Malaysia RC, SRC
  + No: LRC
* Youth in Governance/decision making: *good progress – over 50% coverage*
  + Yes: CRC, CVTL, Malaysia RC, Myanmar RC, PRC, TRC
  + No: BRC, PMI, LRC, SRC, VNRC
* Youth & OD Forum merged for greater impact & sustainability (next forum mid May)
* Youth networking, 2nd Model IFRC General Assembly (MIGA) meeting in Korea. AP and SEA NS invited to attend in August 2013.

**Resource Mobilization(RM)**

* 8 of 11 NSs are making good progress in RM
* LRC has requested support from Region
* BRC & Malaysia RC have not indicated progress in RM
* Good to look into twinning NSs with strong RM to NSs needing support

**Resource management Systems (RMS)**

* PRC and CVTL lead the way in RMS
  + PRC has trained 78 chapter, and chapters now doing data entry on Volunteers
  + CVTL has implemented in 6 branches (but trouble with updating off-line
  + Good for PRC & CVTL to share implementation experience

**Finance Development**

* PRC has implemented Navision software and is now using it; reviewed accounting policies and procedures and developed new finance manual
* Myanmar RC has started implementation of Navision software
* VNRC completed first ever consolidated audit of VNRC financial statement
* Important to ensure smooth link between Fin Dev similar area in OCAC

**Planning, Monitoring, Evaluation and Reporting (PMER)**

* PMI started 3 year PMER project. 1 American RC staff embedded in PMI Planning bureau
* CVTL 2012 planning included branches, and is receiving PMER training from Zone
* VNRC is standardizing PMER training with pilot trainings in targeted branches
* LRC began review process in late 2012 with SEARD support
* Capacity building initiative is in progress in Myanmar RC

**HR**

* PMI recruited experienced HR manager feeling it will be better than workshops
* Myanmar RC is experiencing turn over of experienced staff in a country fast changing environment.
* CVTL recruited HR/Admin manager, and also struggled with high turn-over in 2012
* VNRC drafted ToR on HR change management for HQ, consultant to be engaged; but without OD focal point challenging to facilitate process
* Must ensure management commitment to HR process or any effort will be useless
* May be useful to review HR remuneration package to remain competitive
* Consider case study on success of PMI and CVTL HR manager approach

**Legal Base**  *(5 NS up to date; 5 NS under review/revision; 1 NS in planning process)*

* VNRC revised statutes approved in Dec 2012
* PMI drafted Red Cross Law in 2012
* Myanmar RC showns good progress in the revision of Myanmar RCS Act to the Attorney General’s Office
* CVTL plans to review its 10 yr old Constitution. Draft Law & Constitution completed
* Malaysia RC revised statutes awaiting governance approval
* LRC has submitted Legal Base (2010) revision to Government for review
* BRC planning constitutional review

**Strategic Planning**

* 10 NSs have updated strategic plans or are in various stages of updating
* BRC draft Strategic Plan prepared and under review by Executive Committee *(Top Priority)*

**Branch Development**

* CRC, LRC engaged in decentralization/categorization process of it branches in 2012.
* New CRC OD integrated MODEL Has been developed , presented to RCRC partners and will be piloted.
* CVTL has active Branch Dev programme to develop Branch Coords skills in planning, budgeting and communications
* PRC trained 8 facilitators how to facilitate Chapter Development Game
* Encourage discussions with NSs on:
  + Categorization process
  + Skills training of branch managers
  + Success Branch Development Game

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