

12<sup>th</sup> Annual South-East Asia Red Cross Red Crescent Leadership Meeting 2015

## Terms of reference: RCRC South-East Asia Regional Gender and Diversity Network

TOR: regional gender and diversity network/ **Cambodia** / 25-27 February 2015

### 1. Organizational context

Within South-East Asia, gender inequality remains great a challenge that negatively impacts human development and economic growth. It not only contributes to discrimination and exclusion from access to resources, public services, education, health care services and employment, and to gender-based violence but it also increases the vulnerability of women, girls, men and boys of certain groups. IFRC recognizes the importance of incorporating a Gender and Diversity framework into all policies and programs because there is substantial evidence worldwide (and within the region) of its negative impacts on women, girls, boys and men when humanitarian assistance is not adequately sensitive to Gender or Diversity considerations. Protecting and increasing Gender and Diversity equality is an integral part of IFRC's goal to promote respect for diversity and human dignity, and to reduce intolerance, discrimination and social exclusion. When Gender and Diversity equality is actively promoted, it can positively transform and enhance individual lives as well as societies as a whole. By advancing Gender equality and embracing Diversity, the impact of many other humanitarian problems can be reduced.

### 2. Strategic direction

In an attempt to respond to the challenge of Gender and Diversity inequality, IFRC has developed the *IFRC Policy on Gender 2009*<sup>1</sup> and the *IFRC Strategic Framework on Gender and Diversity Issues 2013–2020*<sup>2</sup>. Aligned with IFRC Strategy 2020, the policy and strategic framework apply to the IFRC Secretariat and all RCRC National Societies, which guide the Gender and Diversity work within the RCRC Movement and provide specific direction to ensure that its actions are non-discriminatory towards women, girls, boys and men, and to promote Gender equality and respect for Diversity throughout all of its work, with the aim of contributing towards building the resilience and potential of individuals, their families and wider communities. Their basis is rooted in IFRC's humanitarian mandate to prevent and alleviate human suffering without discrimination and to protect human dignity.

### 3. Aims and Objectives

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<sup>1</sup> IFRC Policy on Gender: <http://www.ifrc.org/Global/Governance/Policies/gender-policy-en.pdf>

<sup>2</sup> IFRC Strategic Framework on Gender and Diversity 2013-2020:

<https://fednet.ifrc.org/PageFiles/112787/IFRC%20Strategic%20Framework%20on%20Gender%20and%20Diversity%20Issues-FINAL-20Mar2913.pdf>

### **3.1 Aim**

The aim of the South-East Asia Regional Gender and Diversity Network is to strengthen cooperation amongst South-East Asia RCRC National Societies so as to better address the challenges of Gender and Diversity inequality in South-East Asia.

### **3.2 Objectives**

**3.2.1:** To provide a framework to facilitate cooperation and support (peer-to peer and from the South-East Asia Regional Delegation) amongst South-East Asia National Societies

**3.2.2:** To improve the knowledge and capacity of South-East Asia RCRC National Societies and the Federation in their work to reduce Gender and Diversity inequality

**3.2.3:** To assist with the integration of Gender and Diversity sensitivity into RCRC National Society policies and programs.

**3.2.4:** To provide a platform for South-East Asia regional Gender and Diversity discussions, trainings, planning and collaboration.

**3.2.5:** To advocate regularly for promoting the gender and diversity work and update the Leaders on the progress.

**3.2.6:** To promote the gender and diversity work, engage with other actors as well as establish linkages with other networks.

**3.2.6:** To carry out mapping of the issues and categorise them to address these in a strategic manner.

## **4. Organisation**

### **4.1 Annual General Meeting of the Network**

The South-East Asia Regional Gender and Diversity Network is comprised of South-East Asia Regional RCRC National Society Gender and Diversity Representatives. These representatives will meet once a year at the Annual General Meeting (AGM) share experiences, update knowledge, discuss issues/problems and identify solutions to further promote and institutionalise gender and diversity work in the National Societies., .

The agenda of the AGM will take into consideration items proposed by all members which should be sent to the Chair. The agenda will be set and distributed no less than 30 days before the AGM shall take place. Invitations will be sent to all members and participants no less than 60 days before the AGM shall take place.

### **4.2 Quarterly Teleconferences**

In addition to the AGM, there shall be a teleconference once every quarter. The purpose of the teleconference will be to provide updates and to discuss challenges and possible solutions related the reduction of Gender and Diversity inequalities and to the integration of Gender and Diversity into RCRC NS policies, tools and strategies. The agenda will be set and distributed no

less than 15 days before the date of the teleconference shall take place. Invitations will be sent to all members and participants no less than 30 days before the date of the teleconference.

#### **4.3 Membership**

The South-East Asia Regional Gender and Diversity Forum shall be attended by each National Society Gender and Diversity Representative/s as endorsed by the National Society. The designated roles and responsibilities of the Society Gender and Diversity Representatives are detailed in the Role Description, which is attached to this document as an annex. When appropriate, invitations may be extended to external participants who offer unique perspectives and expertise. ICRC may also be invited as a regular member. All invitations will be confirmed by and sent from the Chair.

#### **4.4 Chair**

The Chair of the network will be one of the representatives of the NS as elected by the members of the network/forum. South-East Asia Regional Gender and Diversity Officer will function as a facilitator or the interim Chair until a Chair is nominated/elected formally. The Chair is responsible for:

- Calling and setting the agenda for the Annual General Meetings and quarterly teleconferences
- Ensuring representation of The South-East Asia Regional Gender and Diversity Forum at relevant regional meetings and forums

#### **4.5 Finance and Funding**

The cost of participation in quarterly teleconferences and the AGM of all South-East Asia Regional RCRC National Society Gender and Diversity Representatives shall be covered by the IFRC South-East Asia Regional Delegation. The Members and Chair of the South-East Asia Regional Gender and Diversity Forum will actively seek funding for the sustained existence and expansion of the Forum.

#### **Review of TOR**

TOR to be revised at the end of 2016

#### **Contact information**

For further information, please contact:

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