



International Federation
of Red Cross and Red Crescent Societies



Joint Action for Prevention and Response to Sexual and Gender Based Violence

South East Asia Gender and Diversity Network

31 July – 3 August 2017 – Manila in collaboration with:



With thanks to donor and partner National Society: Canadian Red Cross and
Government of Canadian

Canada 





Executive Summary

The IFRC *Sexual and Gender-based Violence in Emergencies (SGBViE) Training* was held between 31 July – 3 August 2017 with participants from South East Asia, Mongolia and representation from external agencies.

This training was the third and final pilot test of the (new) SGBViE training package which has been developed by the Global Gender and Diversity Network¹, in collaboration with the CERAH Centre, Geneva.

The training is a ‘medium level’ training on offer to National Societies to build skills and common approaches to Gender and Diversity mainstreaming in preparedness and emergency situations. This training should be offered as a follow on training after the foundational IFRC course entitled “7 Moves to Gender and Diversity in Emergency Programming”. The training can be completed with the training, from the Red Cross Red Crescent Movement Psycho-Social Support Centre (PSS Centre) course called Psycho-Social Response to Sexual and Gender Based Violence in Emergencies (SGBV).

This training was co-hosted with the Philippines Red Cross Society. In total 30 participants (24 female and 6 male) attended the event, which comprised 16 representatives from a total of 10 National Societies (in Southeast Asia and Mongolia). Staff from ICRC in the Philippines also attended as did Partner National Societies (Australian Red Cross and Canadian Red Cross) who work closely with National Societies in the region. The facilitators for the training were the IFRC Asia Pacific Gender and Diversity Coordinator (Ms May Maloney) and IFRC Gender and Diversity Senior Officer (Ms. Christina Haneef). The facilitation was supported by the IASC Gender Based Violence AOR Regional GBV Advisor (REGA), Ms. Andrea Cullinan.

The workshop benefited from collaboration between IFRC and the REGA who had also attended the first pilot of this training package in Sri Lanka 22-25 May 2017.

Senior Regional Gender Advisor from USAID, Ms. Kai Spratt, participated in the training, as well as supporting the facilitation of sessions on the Gender Age Marker and Planning, Monitoring, Evaluation and Reporting. IFRC has a global partnership with International Planned Parenthood Federation (IPPF) and IPPF Regional Humanitarian Hub member Luna Mehraïn attended the training, along with IPPF local member Sarah Biton from the Family Planning Organisation of the Philippines (FPOP). IPPFs presence enriched the ongoing collaboration, and enhanced the local Red Cross Red Crescent Gender and Diversity Focal Points’ knowledge of the Minimum Initial Service Package (MISP).

This report summarises the key content, lessons, and follow up from the training itself. It is organised around the following headings:

1. Background and rationale for training
2. Outline of training content, discussion points
3. Annexes:
 - Link to training materials and key resources
 - Participant list
 - Biographies of the trainers

¹The global gender and diversity network was initiated in late 2013. Since then, the Network has increased its membership incrementally and now includes focal points or dedicated advisors in Partner National Societies, dedicated IFRC gender and diversity (G&D) staff, the IFRC Reference Centre for Psychosocial Support and is today the ‘Red Cross and Red Crescent Global Gender and Diversity Network’. At the same time, regional Gender and Diversity Networks have been established in the Asia Pacific Region.



Training Participants

There were 30 participants in the training (6 male and 24 female). A total of 16 participants came from 10 National Societies (Cambodian Red Cross, Cruz Vermelha de Timor-Leste, Indonesian Red Cross, Lao Red Cross, Malaysian Red Crescent, Mongolian Red Cross Society, Myanmar Red Cross, Philippine Red Cross, Singapore Red Cross and Thai Red Cross Society). Partner National Societies (Australian Red Cross and Canadian Red Cross) and IFRC colleagues, who work directly with National Society counterparts in Myanmar, Philippines, Vietnam, Laos and Thailand on gender and diversity issues also attended, so that they can support in National Level initiatives. Three colleagues from ICRC in the Philippines attended. External partners included the International Planned Parenthood Federation (IPPF) and USAID/RDMA.

Participants in the training came from a variety of professional backgrounds, including Disaster Management, Social Care, First Aid and Safety Services, Health Department, Capacity building and Community Development, Communication and Community Engagement and Accountability, Sexual and Reproductive Health, Child Protection, Programme Management, Livelihoods and Gender/Diversity backgrounds.

In the Southeast Asian region, a high number of National Societies have Gender and Diversity staff or focal points working on Gender, Diversity and Protection issues. This achievement is attributed to the National Societies in the region signing off on a Terms of Reference for Gender and Diversity Focal Points, or providing funding for such roles and departments, as well as the proactiveness of the Southeast Asia Gender and Diversity Network. The Southeast Asia Gender and Diversity Network met the day after this training (Friday 4 August) to hold its annual Face to Face Meeting. National Society focal points are the primary members of this Network; IFRC members have a standing presence.

Special Thanks

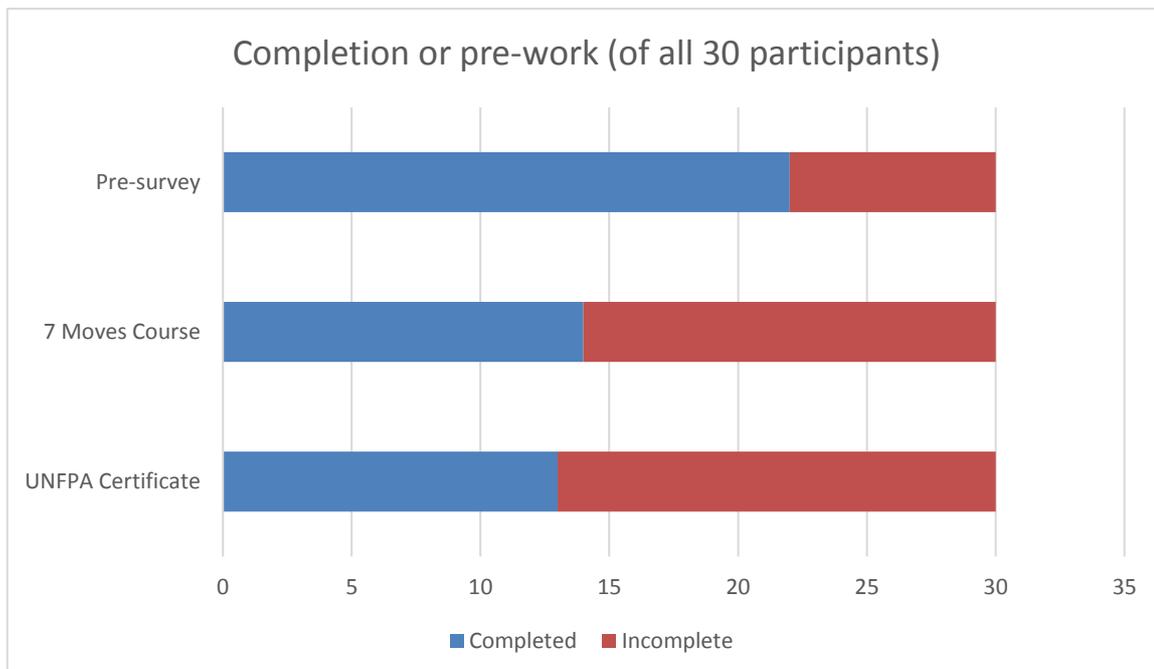
A special thank you goes to the co-hosts of the of training, Philippines Red Cross for hosting all participants during the week, organising a welcome dinner and for supporting links with external speakers who enriched the content of the training. A special thank you is extended to the IFRC Country Office team in the Philippines, and IFRC Bangkok who made this training possible, through organising logistics and ensuring the week ran smoothly for participants.

We were pleased to welcome, the International Committee of the Red Cross (ICRC), Inter-Agency Standing Committee REGA, USAID, International Planned Parenthood Federation (IPPF), and the Family Planning Organisation of the Philippines to the training. We were also pleased to welcome representatives from the Philippine Department of Social Welfare (DSWD) and a representative from one of DSWD's service providers. This worked towards a diverse exchange of knowledge on Sexual and Gender-based violence; a collective understanding of the roles of different actors to strengthen collaboration and co-ordination, as well as; an understanding of the different tools and approaches from within and outside the Red Cross Red Crescent Movement.

Prerequisites for the training:

1. A pre-training survey on experience, expectations and priorities of the National Society or IFRC/ICRC participant was circulated and reviewed before the training
2. Two-day IFRC Seven Moves: Gender and Diversity in Emergencies training
3. Successful completion of UNFPA e-course, *Managing Gender-Based Violence Programmes in Emergencies*. Certificates were submitted to facilitators before start of course

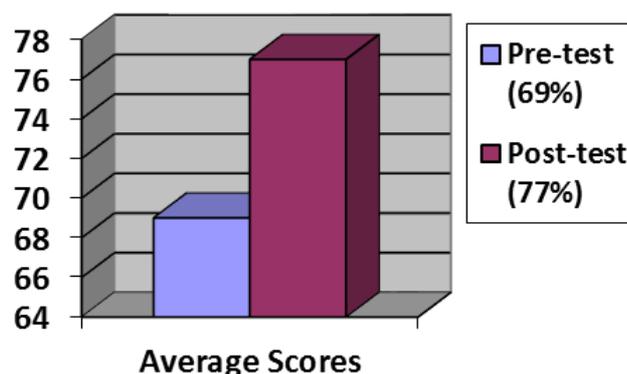
Participants were also asked to attend a webinar on the IFRC's work to develop a Policy on Prevention of Sexual Exploitation and Abuse (PSEA) which was conducted on 10 May 2017. The link the webinar is here: <https://www.youtube.com/watch?v=TVPMGDKZ78Q&t=15s>



Results from Pre-Test Vs. Post Test *

*Results were based on the number of forms received from participants, due to persons leaving early the results for the last day (post-test) were based on 25 forms received:

Number of Participants (Pre-test)	29
Number of Participants (Post-test)	25



After analyzing the results from the pre- and post-test, the prominent improvements were on **Question 9: What does PSEA stand for** and **Question 8: Name 3 types of data/information you will need to know when conducting a situational analysis for SGBV**. On both the questions in the pre-test, participants scored below 45% but later on scored above 60% for the post-test. Questions related to the definition of 'sex', 'gender' and 'gender-based violence' scored high in the pre and post test, as well as participant's understanding of forms of diversity, as outlined in the IFRC Strategic Framework on gender and diversity issues 2013-2020. This highlights the importance of the pre-requisites identified for this training.

Background and rationale for training:

At the 32nd International Conference of the Red Cross and Red Crescent, the Movement and States passed the *Resolution on Sexual and Gender-Based Violence: Joint action on prevention and response*.

This Resolution broke new ground by establishing a measurable plan for how SGBV would be addressed by IFRC, International Committee of Red Cross (ICRC) and the Red Cross and Red Crescent National Societies.

The course "Joint Action for Prevention and Response to Sexual and Gender Based Violence" has been developed as one of the actions set out in the Resolution and the target audience is the International



Federation of Red Cross and Red Crescent Societies (IFRC), National Society programme managers (health, disaster management, community services, etc.) and National Society gender and diversity focal points. The training will help the target audience to integrate SGBV interventions into the work of the Red Cross and Red Crescent National Societies.

The training is timely and is being piloted in the Asia Pacific Region due to its alignment to the priorities of National Societies in this region. Asia Pacific National Societies formed Gender and Diversity Networks in South Asia, Southeast Asia and the Pacific in 2015 and 2016 and this training is therefore being piloted through those Networks. The key participants in those Networks are Gender and Diversity Focal Points (signed off and given this role by their Secretaries General) and the Networks meet Face to Face each year, making it possible to provide this training as part of the Face to Face annual event, as a capacity building opportunity. Further to this, the Asia Pacific Gender and Diversity Network members have also identified SGBV response as a priority area for work for their staff, which aligns to the IFRC Asia Pacific Operational Plan, in which it is stated that IFRC will support National Societies to deepen knowledge, practical skills and application of Minimum Standard Commitments in this area of work.

The final and most fundamental rationale for this work is that Sexual and Gender-based Violence is a highly prevalent humanitarian concern in all communities of the Asia Pacific region, mostly affecting women and girls (but also boys, men and people who are non-binary identifying or transgender-identifying). The Red Cross and Red Crescent National Societies – which are local grassroots humanitarian organisations in 190 countries of the world, led by staff, volunteers and local members through branches at community level – have an imperative to provide dignity, access, participation and safety to survivors of SGBV, including in emergencies. Supporting survivors of sexual and gender-based violence to be socially included and to have a meaningful say in the services received is the core motivation for this training.



a: Photo Credit: Philippines Red Cross, Maria Roxanne Nicolas. Caption: Participants taking part in a group (role play) activity discussing the concept of SGBV and the guiding principles of Survivor Centered Approach.

Overview of training and of variations from the training manual

The overall objective of the SGBV training is to enable participants to understand the issues of gender and diversity and SGBV in emergencies, to understand the survivor-centred approach to SGBV, and to identify the key actions that National Societies of the Red Cross and Red Crescent can and should take to support survivors (including meeting the Minimum Standard Commitments, as well as going beyond those to offer specialised healthcare or psycho-social support) and to be aware of the key considerations for establishing specialised SGBV response programmes.



Further,

- The training helps programme managers to establish referral pathways for SGBV as a key outcome.
- It looks at the analysis and integration of gender, diversity and SGBV prevention and response into emergency programming by reviewing the *IFRC Minimum Standard Commitments to Gender and Diversity in Emergency Programming* guidelines, and its dignity, access, participation and safety (DAPS) approach to gender, diversity and SGBV prevention and response work. As an additional resource, participants are introduced to the *IASC Guidelines for Integrating Gender-based Violence Interventions in Humanitarian Action*.

The training was developed by a Consultant from the CERAH Centre in Geneva, and was based on consultation with ICRC, IFRC and National Society Gender and Diversity Focal Points, which took place in Beirut in October 2016.

Highlights and key points from each session of the training

Voices of Survivors

Each day of the training started by showing a short video or reading a testimony of a survivor of SGBV. The video or case was then discussed in plenary focusing on the types of SGBV manifested, how the violence impacted the survivor, family and community, as well identifying the needs of the survivor and barriers to address these needs. The purpose of these sessions was to allow participants to be oriented towards the voices of SGBV survivors, who should be at the centre of the process of planning and implementing programmes.

Summary of discussion:

- Always put the best interest of the survivor of SGBV at the centre of response and help this person make decisions for themselves. Provide them with all information at hand and the different options available, help them analyse potential risks of each option.

Key concepts on SGBV

The session reviewed the basic concepts learned in the Seven Moves training on Gender and Diversity in Emergency Programming and explored the definition, types and causes of SGBV.

The key concepts of survivor-centred response were highlighted and the importance of informed consent and confidentiality when meeting with survivors of SGBV, to avoid doing harm.

The Resolution on SGBV was also presented and the mandate of the RCRC movement discussed to outline the rationale of the RCRC movement to work on SGBV. Minimum standards commitments for RCRC staff and volunteers to respond to and prevent SGBV in emergencies and the importance of self-care when it comes to working with SGBV was also briefly introduced.

Summary of discussion:

- It is important to be precise and explicit when talking about the forms and types of SGBV. Avoid referring to SGBV as an umbrella term since meaning might get lost.
- Considering the 'do no harm' principal is critical when implementing the survivor centred approach.
- The RCRC is already doing a lot to respond to and prevent SGBV. For example, the application of Minimum Standards Commitments (MSCs) has a section on safety so this should already be in place. However, this might not always be the reality. When it comes to SGBV response, the role that NSs can take is to coordinate with others and refer cases, not provide specialised SGBV services themselves.

Completing a situation analysis

The aim of this session was for the participants to understand the opportunities and limitations of the Movement to contribute to building safe and resilient communities that include attention to SGBV. The session started with a presentation which gave an overview to the kinds of information needed to consider



starting a programme (including magnitude of the SGBV problem, social and cultural norms that may attempt to justify or contribute to SGBV, legal and policy frameworks, and existing services), needs of survivors, as well as the challenges and risks in gathering information and how to mitigate risks. Participants were encouraged to contribute with examples of SGBV in their contexts and Ms. Ket Keo Opalavong presented on the context in Laos. After the sessions, participants should be equipped with skills, practical tools and methods to analyse risk of SGBV in emergency programmes and projects.

Summary of discussion:

- It is important to understand the risks and ethical issues involved in data collection. It is best to draw on secondary sources such as information gathered by other expert agencies. Only gather primary data when it is necessary and try to avoid repetitive questioning.
- NS staff and volunteers should take a proactive approach to SGBV, assume it is taking place, and not wait for evidence of SGBV to come to light. However, we cannot assume what types of SGBV we will find in the area we work in which can be specific to each context and can also change over time. IFRC signed “Call to Action,” an act to prevent and respond before waiting for apparent evidence.
- The internal standard operating procedures should be understood and followed by all NS staff and volunteers especially when survivors come forward for advice. In situations where the accused perpetrator is a member of the organisation, they should be reported to HR and/or line manager without delay.

Mapping the field - conducting a situation analysis in practice

The presentation in the previous session was put into practice here by dividing the participants into four predetermined groups and four different scenario cases were distributed. The task for the groups was to read the case and with the guidance of a mapping template, discuss what information was provided in the case text and what was missing, in order to complete a comprehensive situational analysis. Each group was given time to present their findings followed by a final discussion in plenary.

Summary of discussion:

- Mapping the field is essential to effectively respond to SGBV in emergency situations because humanitarians can immediately identify the available information, the missing information/resources, and where these life-saving services can be found.
- It is always important to identify the specific groups that may be vulnerable or at risk (i.e. persons with disabilities, minority groups, LGBTI persons, sex workers, children, women and girls) to provide the necessary services. Different groups have different needs especially in times of crisis.
- A key challenge is that there might be limited information available on who is doing what in areas that we work in and there is a lack of available secondary data. Also, in emergencies there is often a lack of coordination and we might not always have a cluster system to approach to map available services and how to refer cases. This makes mapping of the situation and responding to SGBV cases more difficult!

SGBV mitigation and response

The aim of this session was to practice applying the Minimum Standard Commitments (MSCs) with particular focus on the safety dimension (‘S’ in the ‘DAPS’).

The purpose was also to enhance the participants’ understanding of what role a National Society can play in a given situation and how management, staff and volunteers should act to develop referral pathways for survivors to ensure their access to a survivor-centred response and take measures to prevent and mitigate SGBV cases within their area of work. The importance of coordination with different actors and to map out who to reach out to was highlighted. A presentation of the MSCs for National Societies and other capacity building tools and materials, such as the IASC’s GBV Guidelines were introduced.

Following this, a presentation was given by IPPF’s Regional Humanitarian Hub member Luna Mehrain, which outlined the key objectives of the Minimum Initial Service Package (MISP). This was followed by IPPF local member Sarah Biton from the Family Planning Organisation of the Philippines (FPOP) who presented on their work in the Philippines.



Participants were then asked to break into groups and use the same scenarios as in the previous session. The assignment was to select two sectors in the MSCs (eg. WASH, shelter, emergency health) and use the “safety” section, to identify needed actions to prevent and respond to SGBV for these sectors. The second step was then to discuss and come to a conclusion in the group as to what role a NS should and could take in this work and what is required to fulfil this role. Each group was asked to report back to the bigger group and a discussion in plenary followed.

Summary of discussion:

- One of the identified challenges was staff offering advice to survivors which is still a complicated issue depending on the situation faced by NS staff. However, it was clear that making referrals would be more aligned to the ‘do no harm’ approach.
- If a NS has adequate capacity, skills and expertise, one could also choose to be a part of the referral system and provide specialised services to survivors, such as psychosocial support and clinical health care. Before making this decision, it is important to have sustained long-term funding, organisational commitments and training opportunities for staff and volunteers. It is also advised that all support to survivors are integrated in other programmes and to not work on stand-alone projects.
- There are no time limitations for making referrals because, for survivors, the trauma may never leave them even if a decade passed by.
- It is important to remember that lack of data in SGBV prevalence does not mean it is not happening.

PMER for SGBV

The aim of this session was to raise the importance of having a good understanding of gender and diversity analysis and monitoring of indicators when working with SGBV. The session was delivered by Senior Regional Gender Advisor, Ms. Kai Spratt, who highlighted the importance of collection of Sex and Age Disaggregated Data and the need for including disability as a factor to measure. The IFRC Gender and Diversity PMER tool (based on the NorCross tool) was then introduced as a tool that can function as a guideline for gender mainstreamed work and a starting point for dialogue within NSs. In an exercise, the participants were then asked to break into groups and by using the IASC’s GBV Guidelines identify sector specific indicators that would measure the listed actions from the SGBV mitigation and response group work identified in the previous session.

The groups were also asked to discuss how they would measure the indicator in a programme and possible challenges in doing so.

Summary of discussion:

- Avoid generic phrases in PMER, such as “gender was mainstreamed” since this does not measure quality or progress.
- Applying the Gender and Diversity tool, one must identify if the project contains an adequate GD analysis and adapted response. Are there negative effects from the action plans and will it include participation of all groups.

b: Photo Credit: Philippines Red Cross, Maria Roxanne Nicolas. Caption: Participants divided into groups to identify SGBV indicators for sector implementation from the IASC GBV guidelines based on the work from the SGBV mitigation and response session.





Prevention of Sexual Exploitation and Abuse (PSEA) and Child Protection

This session was carried out to highlight the importance of all NS working to prevent Sexual Exploitation and Abuse (SEA) of beneficiaries and child protection in their organisations. The session started with an exercise “Walk the line” where statements on the topic were read and participants were asked to take a stand if they agreed or disagreed with the statement. The exercise was then followed with a presentation outlining key concepts and considerations (e.g. to develop a Code of Conduct, ensure responsibility and accountability and establish functioning and reliable reporting mechanisms) in this area of work. The presentation was then followed by a discussion in plenary on challenges and the way forward.

Summary of discussion:

- Different National Societies may have their own mechanism in implementing the child protection policy, code of conduct and/or PSEA. Some National Societies have their own PSEA focal points, who others can approach for advice.

Self-care of staff and volunteers

This whole session was dedicated to talk about the topic of self-care of humanitarian workers who are exposed to traumatic cases and survivors or SGBV in their daily work. A presentation and interactive discussion on how one may react to distressful situations, stress and trauma, and how to effectively cope with it were the main pillars of the session. Here is a list of some of the techniques and strategies that were described for self-care in the field:

- Preparation and being proactive is key. If you are aware and prepared for what you might face in the field you are more likely to be able to handle it.
- Provide opportunities for staff and volunteers to reflect on the situations they might face before going out, how they might react and ways to cope. Having a strategy to handle stress is crucial and it is important that managers emphasise this.
- Encourage living healthy e.g. exercise, activities outside of work for staff.
- Put in place a system of “well-being buddies” for volunteers and staff.
- Have rotating responsibilities for activities e.g. yoga and relaxation sessions, team building activities.
- Have mandatory rest days.
- Integrate sessions on how to cope with stress in other trainings for volunteers and staff.



c: Photo Credit: Philippines Red Cross, Maria Roxanne Nicolas. Caption: Dr. Soulangy Chansy demonstrated the physical reactions to stress to the group of participants during Andrea Cullinan’s presentation on self-care of staff and volunteers.

In the afternoon of Day 3 speakers from the Philippine Department of Social Welfare (DSWD) and a representative from one of DSWD’s service provider facilities attended the training. They each gave a presentation of how they practically work to support survivors of sexual and gender based violence, both in normal times and in emergencies. This provided an extremely relevant and practical element to the training.

Action planning and delivery of key concepts

The final day of the training was dedicated to action planning and practice on the delivery of key messages. Participants had two hours in the morning to develop their own National Society Action Plans. Some follow-up actions included:

- A briefing on the SGBV training to participants’ teams or senior management;
- Roll-out of the SGBV training following the National Society running the 7 Moves to Gender and Diversity training;
- Conducting the ‘Map the field’ exercise for the National Society’s context’
- Connect with external agencies in-country
- Review the National Society Code of Conduct and Child Protection policy and review the mechanisms for reporting



- Reinforce the National Societies zero tolerance against all forms of violence, sexual exploitation and abuse
- Participation in SGBV sub-cluster meetings

This action plan is a key outcome of the training. IFRC will follow up and support implementation of these Action Plans in the coming 12 months and these will be used as a basis for the planning for 2018. These plans will be shared to other stakeholders on request and with permission of the National Society involved.

After the action planning, participants were split into groups and were tasked to prepare a 20-minute session to deliver to one of the other groups on key concepts of SGBV and the survivor-centered approach. Although the training was not structured as a full training of trainers (TOT), this session recognized the role of the National Society Gender and Diversity focal points in dissemination of key messages from the training and work within their National Societies for integration of key approaches to mitigate and respond to SGBV. Following the group presentations, a short group discussion was held to provide feedback on the types of adult learning techniques used, and the clarity of the messages.



e: Photo Credit: Philippines Red Cross, Maria Roxanne Nicolas. Caption: Christina Haneef brainstorming with representatives from Singapore Red Cross, Cambodian Red Cross and Palang Merah Indonesia on their action planning.



ANNEX 1: Training agenda

Day 1 – Monday 31st July 2017	Agenda item
08.30 – 09.30	Opening and welcome address from Philippine Red Cross Society
09.30 – 10.30	Session 1: Introductions <ul style="list-style-type: none"> • Objectives and structure of the training • Practical information • Participant expectations (from pre-training survey) • Quiz • Taking care of ourselves during the training • Confidentiality Agreement signing • Assign teams for recaps of each day
10.30 - 11.00	Tea Break
11.00 – 12.15	Session 2: Key concepts on GBV and what the Red Cross Red Crescent can offer to support survivors of SGBV: <ul style="list-style-type: none"> • Voices of survivors • Quiz • Presentation on key concepts; focus on key definitions of SGBV • The role of the RCRC National Societies
12.15 - 13.15	Lunch
13.15 – 14.00	Session 2 cont: Key concepts on GBV and what the Red Cross Red Crescent can offer to support survivors of SGBV <ul style="list-style-type: none"> • Survivor-centred approach • Do no harm • Overview of other actors and what they can provide
14.00 – 15.00	Session 3a: Completing a Situational Analysis: <ul style="list-style-type: none"> • Types of SGBV • Focus on at risk populations • Ethical issues • Informed consent and its importance • Laws and policies that exist
15.00 - 15.15	Tea break
15.15 - 15.45	Session 3a: Completing a Situational Analysis (cont) <ul style="list-style-type: none"> • Social and cultural norms
15.45 - 17.00	Session 3b: Mapping the field in practice <ul style="list-style-type: none"> • Mapping existing services and group exercise
17.00-17.15	Wrap up and end of day
Day 2 – Tuesday 1st August 2017	Agenda item
09.00 – 09.30	Introductions to Day 2 and recap of Day 1 (Group 1)
09.30 – 10.00	Session 4: Review and Discussion
10.00 – 10.45	Session 5: GBV mitigation and response – with a focus on psychosocial support/health and the IFRC Minimum Standards: <ul style="list-style-type: none"> • Voices of survivors • Minimum Standard Commitments: SGBV Mainstreaming and Response



	<ul style="list-style-type: none"> Possible ways that a National Society could do more SGBV response work
10.45 – 11.15	Tea Break
11.15 – 12.00	<p>Session 5 cont.: GBV mitigation and response – with a focus on psychosocial support/health and the IFRC Minimum Standards:</p> <ul style="list-style-type: none"> The Cluster System and where to get support Making referrals and sharing data Field coordination <p>Group work</p> <ul style="list-style-type: none"> Focus on mitigation: Group work on scenarios Practical implementation of the Minimum Standard Commitments How will this build the capacity of the National Society to respond to other emergencies/needs
12.00 – 12.30	
12.30 – 13.30	Lunch
13.30 – 14.30	Group work cont. and discussion
14.30 - 15.15	<p>Session 5 cont: GBV mitigation and response – with a focus on psychosocial support/health and the IFRC Minimum Standards:</p> <ul style="list-style-type: none"> Presentation by International Planned Parenthood Foundation (IPPF)
15.15 – 15.30	Tea break
15.30 – 15.40	<p>Session 6: Basic monitoring of SGBV approaches</p> <ul style="list-style-type: none"> Speed debating
15.40 – 17.10	<p>Session 6: Basic monitoring of SGBV approaches</p> <ul style="list-style-type: none"> Gender and Age marker Group work on M&E (using the SGBV indicators from the IASC Guidelines)
17.10-17.20	Wrap up and end of day
Team Dinner!	

Day 3 – Wednesday 2 August 2017	Agenda item
09.00 – 09.30	Introductions to Day 3 and recap of Day 2 (Group 2)
09.30 – 10.30	Session 7: Internal Protection Systems
10.30 - 10.45	Tea Break
10.45 – 11.30	<p>Session 7: Internal Protection Systems cont.</p> <ul style="list-style-type: none"> Voice of Survivors Code of conduct Child protection PSEA
11.30 – 12.30	<p>Session 8: Basic staff Care</p> <ul style="list-style-type: none"> SGBV in the workplace and self care

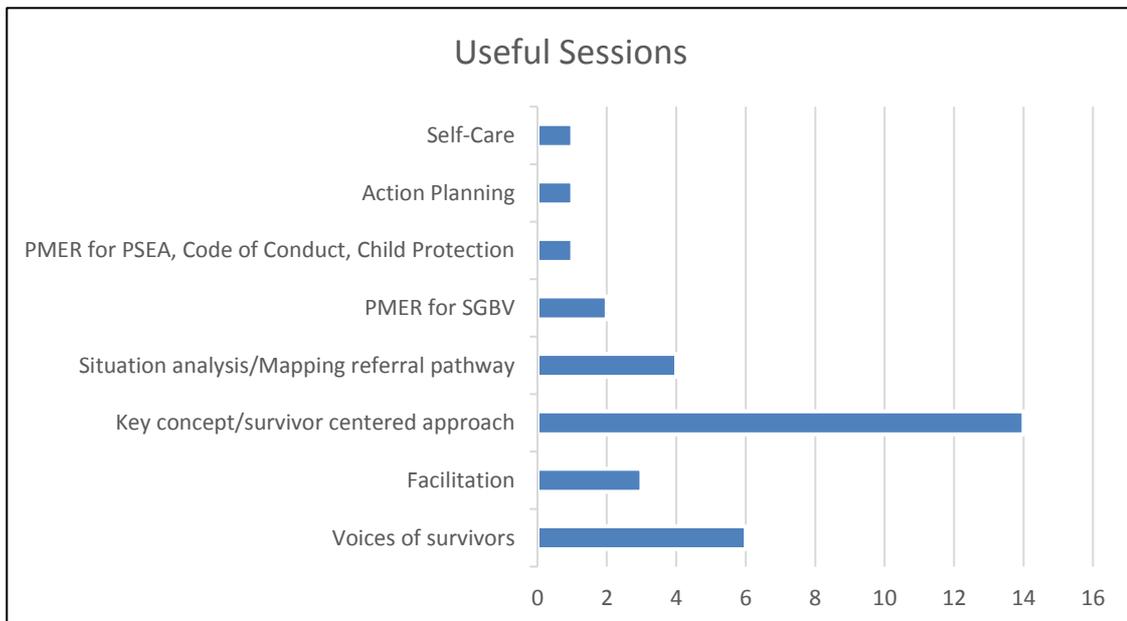
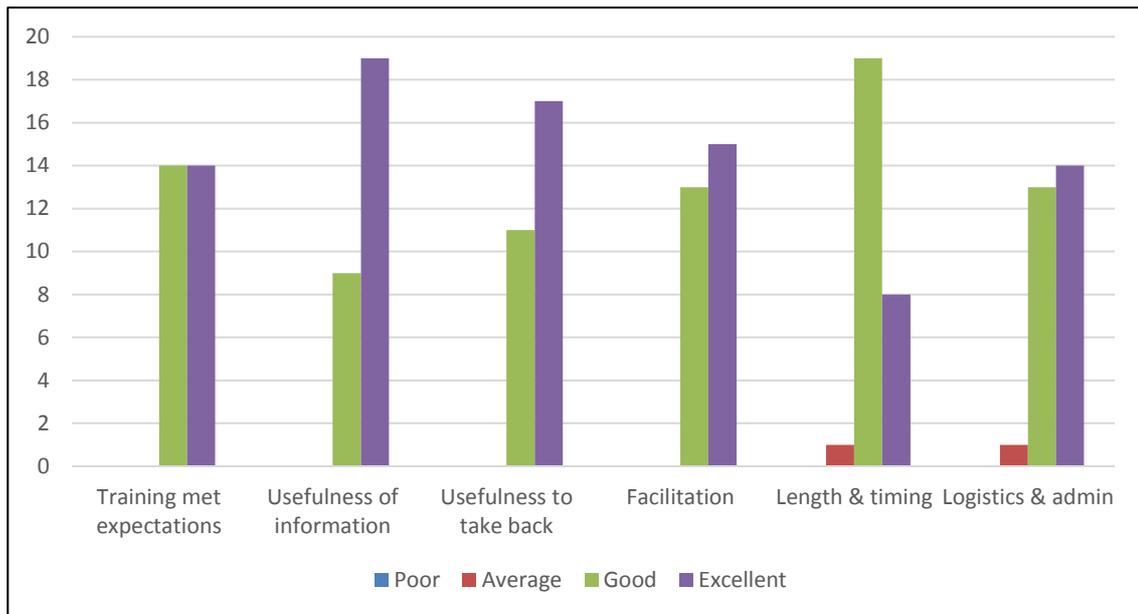


12.30 – 13.30	Lunch
13.30 – 16.00	Guest speakers
1600	Wrap up and end of the day

Day 4 – Thursday 3rd August 2017	Agenda item
09.00 – 09.30	Introductions to Day 4 and recap of Day 2 (Group 3)
09.30 – 10.30	Session 9: Action Planning <ul style="list-style-type: none">Action plan development and presentation
10.30 – 11.00	Tea Break
11.00 – 12.30	Session 10: SGBV training <ul style="list-style-type: none">Including group work and presentation
12.30 – 13.30	Lunch
13.30 – 15.00	Session 10 cont.: SGBV training <ul style="list-style-type: none">Including group work and presentation
15.00 – 15.15	Plenary feedback from exercise / Q&A
15.15 – 15.30	Tea Break
15.30 - 16.30	Session 11: Evaluation and next steps <ul style="list-style-type: none">Follow up and next stepsCourse evaluationsPost testExercise to end the trainingFinal questions
16.30 – 17.00	Certificate Ceremony and Closing Session



ANNEX 2: Results of the evaluation form



ANNEX 3: Participant List and Facilitator profiles (see next page)



International Federation
of Red Cross and Red Crescent Societies

No.	Name	Organisation	Role	Sex
1	Ms. Bunsopheaktra Yin	Cambodian Red Cross	Head of Unit, Disaster Preparedness / Disaster Management Department	F
2	Mr. Agapito da Silva	Cruz Vermelha de Timor-Leste	Organizational Development Coordinator, Gender & Diversity focal person	M
3	Ms. Yuli Arinta Dewi	Indonesian Red Cross	Psychosocial Volunteer, Central Java Province	F
4	Ms. Ketkeo Oupalavong	Lao Red Cross	Deputy Head of Advancement for Women, Gender & Diversity focal person	F
5	Dr. Soulany Chansy	Lao Red Cross	Deputy Director of Health Department	F
6	Mr. Saiful Izan Bin Nordin	Malaysian Red Crescent	Manager, International Humanitarian Law, Legal and International Relations, Gender & Diversity focal person	M
7	Dr. Ida Zaliza Binti Zainol Abidin	Malaysian Red Crescent	Technical expert for Gender and Diversity	F
8	Ms. Oyu Baatar	Mongolian Red Cross Society	Team Leader, Social Care Program	F
9	Ms. Khin Khin Shein	Myanmar Red Cross Society	Director of First Aid and Safety Services Department, Gender & Diversity focal person	F
10	Ms. Norwina Eclarinal	Philippine Red Cross	Officer In Charge, International Relations and Strategic Partnerships Office, Gender & Diversity focal person	F
11	Mr. Rizty Dogcio	Philippine Red Cross	Program Coordinator, DMS	M
12	Ms. Lina Sison	Philippine Red Cross	National Field Representative, Health Services	F
13	Ms. Pearlie Jay Laureano	Philippine Red Cross	Wellness Officer, HRD	F
14	Ms. Lee Qing Lydia	Singapore Red Cross	Project Coordinator (Capacity Building)	F
15	Mr. Chamnong Sangmahachai	Thai Red Cross Society	Assistant Secretary General for Personnel Management, Gender & Diversity focal person	M
16	Ms. Sunisthida Phetduang	Thai Red Cross Society	Head of Relief Division, Gender & Diversity focal person	F
17	Ms. Nora A. Mustacisa	Australian Red Cross	Senior Community Development Officer	F



18	Mr. Paul Drossou	Canadian Red Cross	Philippines Country Representative	M
19	Ms. Kathleen Cecile Martin	ICRC Manila	EcoSec Field Officer	F
20	Ms. Reynaline Esguerra	ICRC Manila	Health Field Officer	F
21	Ms. Sara Velasco	ICRC Manila	Communication Officer	F
22	Ms. Warongrong Tatrakom	IFRC CCST BKK	Disaster Risk Reduction Officer	F
23	Ms. Darine N. Boongullaya	IFRC CCST BKK	Regional Resilience Initiative Intern	F
24	Ms. Maria Theresa Baylon	IFRC Philippines	Health Officer	F
25	Mr. Ulf Edqvist	IFRC Philippines	Protection, Gender and Inclusion Delegate	M
26	Ms. Ritva Jantti	IFRC Myanmar	Manager, Health Programme, Gender and Diversity focal person	F
27	Ms. Ly Nguyen	IFRC Vietnam	Communication and Community Engagement Officer	F
28	Ms. Luna Mehrain	IPPF	Senior Sexual and Reproductive Health Advisor	F
29	Ms. Sarah Jane Biton	IPPF	Project Consultant / Clinic Operations	F
30	Ms. Kai Spratt	USAID/RDMA	Senior Regional Gender Advisor Technical Advisory Group (TAG)	F

Facilitators

	Ms. May Maloney	IFRC Asia Pacific Regional Office	Gender and Diversity Coordinator	F
	Ms. Christina Haneef	IFRC CCST BKK	Gender and Diversity Senior Officer	F



Guest Technical Support

	Ms. Andrea Cullinan	REGA	Asia Pacific IASC Gender-based Violence Regional Advisor	F
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Training Facilitators

May Maloney (may.maloney@ifrc.org) is the Asia Pacific Gender and Diversity Coordinator, IFRC Asia Pacific Regional Office, and she supports Societies in Asia Pacific region to strengthen their capacity in the delivery of gender and diversity sensitive services and programs. May has been working with National Society Secretaries General to support their appointment of Gender and Diversity Focal points, since 2015. May has experience in gender and diversity sensitive humanitarian programming and advocacy (including in conflict and disasters settings) and has worked with UNHCR in Geneva, India, Thailand, Australia, Colombia, Zambia, Uganda and Jordan, and Save the Children in Australia, Jordan and the Philippines. Aside from humanitarian field work, May worked with the Australian health sector for two years at Victorian Refugee Health Network (at The Victorian Foundation for Survivors of Torture) supporting primary and specialist carers to meet the needs of survivors of torture and other traumatic events. May has worked on gender equality, gender-based violence elimination/prevention, child protection and social inclusion projects in these settings.

Christina Haneef (christina.haneef@ifrc.org) Gender and Diversity Senior Officer, IFRC
Christina Haneef is currently the Gender and Diversity Senior Officer in the IFRC Bangkok Country Cluster Support Team. Since 2015 Christina has been working with National Societies in Southeast Asia on strengthening capacity to mainstream gender and diversity in programmes, services, policies and tools, whilst providing support to the network of Southeast Asia gender and diversity focal points. She has previously worked in Bangladesh for an extreme-poverty programme, focusing on women's empowerment, women's entrepreneurship and violence against women. In Zambia, Christina co-founded a community-led social enterprise and facilitated overseas education partnerships. She has also worked as a researcher on sexual orientation and gender identity for the Rights in Exile Programme, in the U.K.

Technical Support

Andrea Cullinan (cullinan@unfpa.org) is the IASC Interagency **Regional Gender Based Violence in Emergencies Advisor** (REGA) for Asia-Pacific region, based in Bangkok, hosted by UNFPA. Andrea represents the global GBV Area of Responsibility (GBV AoR) which is *the interagency global forum for coordination of GBV prevention and response in humanitarian settings*. The REGA role focuses on developing regional and national capacity of actors to strengthen GBV prevention and response programming in emergencies. Andrea has worked across the UN system (UNHCR, UN Women, WHO, DPA/DPKO) in the gender and protection sector. She has extensive field experience in humanitarian and conflict contexts including Afghanistan, South Sudan, Libya, Sudan, Somalia; while her disaster experience ranges from responses to the Indian Ocean tsunami in Indonesia to Typhoon Yolanda in Philippines. She is also a Gender and Protection Delegate with Australian Red Cross and has completed missions for IFRC and ARC in Georgia and Indonesia as well as training on Women and War for the ARC IHL programme and Young Humanitarians human rights initiative.



Annex 4: Links to training resources

Link to Training Photos

Photos of this training can be accessed here:

<https://drive.google.com/drive/folders/0ByPVc9GL8qCRRUNJX1laTUizRGc>

<https://drive.google.com/drive/folders/0ByPVc9GL8qCRQjNOTUICY3dILWM>

Link to Training Manual and Supporting Documentation

All training materials and supporting documents from the training can be found on the IFRC online resilience library on the training page: <http://www.rcrc-resilience-southeastasia.org/event/southeast-asia-gender-and-diversity-network-meeting-and-sexual-and-gender-based-violence-sgbv-training/>

Further information and resources on the topic of sexual and gender -based violence can be found on the SGBV page of the online library: <http://www.rcrc-resilience-southeastasia.org/gender-and-diversity/sexual-and-gender-based-violence/>

For the link to the news story highlighting the training please click here:

<https://media.ifrc.org/ifrc/2017/09/08/red-cross-partners-join-forces-tackle-sexual-gender-based-violence/>

The Gender and Diversity regional network meetings and capacity building initiatives have been an annual event since 2015 based on IFRC and National Societies priorities. For information of previous events and costings please contact: Christina Haneef, Gender and Diversity Senior Officer, IFRC CCST at christina.haneef@ifrc.org



ANNEX 4: TOR of the Gender and Diversity Focal Points, of the Southeast Asia Gender and Diversity Network

Terms of reference: Gender and Diversity Focal Point/Representative

Background

Gender and diversity is a fundamental enabling action for humanitarian impact, accountability and effectiveness within the International Federation of the Red Cross and Red Crescent Movement. The IFRC's respect for gender and diversity is rooted in its commitment to the fundamental principle of impartiality, which ensures non-discrimination of all people. To ensure gender and diversity equality, the IFRC has developed its Policy on Gender 2009¹ and the IFRC Strategic Framework on Gender and Diversity Issues 2013–2020². Aligned with Strategy 2020, the Policy and Strategy apply to the IFRC Secretariat and all Red Cross and Red Crescent National Societies. They provide specific direction to the IFRC and National Societies 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. Through this, the IFRC is better equipped to work with the capacities and strengths of communities, as well as to respond in supporting communities' needs and vulnerabilities.

As part of the IFRC Southeast Asia Regional Delegation's commitment to mainstream Gender and Diversity through its activities, the need for Gender and Diversity Focal Points/Representatives within National Societies was highlighted.

Role and responsibility of the Gender and Diversity Focal Point/Representative

The Gender and Diversity Focal Person/Representative selected would ideally come from within the existing National Society team, with experience from any operational background deemed appropriate to fulfil the responsibilities outlined below:

- To act as the National Society liaison person with the SEA Regional gender and Diversity Officer and, where necessary, with the Gender and Diversity Officer at the Asia Pacific Zone Level;
- With the guidance of the SEA Regional Gender and Diversity Officer, support and provide technical assistance to National Society members at all levels, for the implementation of the IFRC Strategic Framework on Gender and Diversity issues;
- To promote gender and diversity awareness and advocate for and assist in the capacity building of National Society staff and volunteers at all levels;
- Advocate for and assist in the mainstreaming of gender and diversity to enhance the quality of existing National Society programmes, policies and strategies to ensure they better address gender and diversity needs at a community level.
- Maintain regular contact with the SEA Regional Gender and Diversity Officer to seek guidance and provide feedback on National Society activities;
- To actively participate and contribute to the functioning and sustainability of the SEA Regional Gender and Diversity network. This includes, but is not limited to their participation in quarterly teleconference calls and annual meetings and ensuring good communication and feedback processes to National Society Program Managers and staff, regarding decisions, activities and

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

² 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>

priorities of the SEA Regional Gender and Diversity Network. The Focal Point/Representative will also have the opportunity to be part of a broader Asia-Pacific Zone community of gender and diversity practitioners.

- Engage in peer-to-peer support, both through the SEA Regional Gender and Diversity Network but also through the collaboration, sharing of experience, expertise and lessons learnt with Partner National Societies, Country Delegations, organisations and partners within the SEA and AP regions.
- Keeps abreast of opportunities to improve the status of women, girls, boys and men in the National Society to enhance gender and diversity equality;

Support provided by IFRC Regional Delegation

The SEA Regional Gender and Diversity Officer will be available to assist the National Society Gender and Diversity Focal Point/Representative and provide support to National Societies within the scope of Gender and Diversity.