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# PROTECTION GENDER and INCLUSION Network

17 September 2021



## ***Organizational Context***

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- The approach taken by the Movement is outlined in the forthcoming *IFRC Operational Framework on Protection, Gender and Inclusion 2021- 2025*; the revised *IFRC Minimum Standards on Protection, Gender and Inclusion in Emergencies*, and the 32nd International Conference Resolution “*Sexual and gender-based violence: Joint action for prevention and response*” which is binding on all National Societies and calls for greater attention to prevention, response and mitigation of sexual and gender-based violence using National Society programming and services as an entry point.



## ***BACKGROUND OF THE NETWORK***

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- The recommendation to create a regional network was first identified in 2012 and was followed by a TOR being drafted at the Southeast Asia Gender and Diversity Forum in November 2014 and presented at the **12<sup>th</sup> Annual Southeast Asia Red Cross Red Crescent leadership meeting in February 2015**. Since the leadership meeting Eleven National Society leaders have endorsed both the network and have elected a gender and diversity focal point or have appointed a representative in their National Society.
- Since the endorsement of National Society Focal Points, communication within the network has taken place predominantly through an 'e'-mailing list, teleconferences , regional trainings and face to face meetings have been held and attended by various members between 2015-17.



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# First SEA Gender and Diversity Network Forum 2014



Group photo of all the participants after the successful completion of the First Annual SEA Regional Gender and Diversity Network Forum

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## First Annual Southeast Asia Regional Gender and Diversity Network Forum

[Gender and Diversity / Manila](#) / November 2014

### background

Within Southeast Asia, as in many parts of the world, inequalities based on gender, sexuality, disability, age and ethnicity remain a great challenge. Discrimination and variable levels of access to resources continue to negatively impact human development, health, economic growth and individuals' and communities' ability to prepare for, and respond to, disasters. To address these issues, Southeast Asia's National Societies have been actively working to ensure their initiatives promote gender equality, respect for diversity and are non-discriminatory towards women, girls, boys and men. In the spirit of collaboration, IFRC and National Societies have been working together to increase co-ordination and to align their strategic direction. Together, they have been utilising their collective knowledge and capacity and integrating gender and diversity considerations into their programs, policies and tools.



Group photo of all the participants after the successful completion of the First Annual SEA Regional Gender and Diversity Network Forum

In order to facilitate the National Societies coming together, the IFRC, with co-sponsorship from the Philippine Red Cross, hosted the first annual Southeast Asia Regional Gender and Diversity Network Forum. The event took place in Manila from 26-27 November 2014.

### event overview

Running over one-and-a-half days, the forum was attended by Gender and Diversity focal points from seven National Societies: Cambodia, Indonesia, Lao PDR, Myanmar, Philippines, Thailand and Vietnam. Participants had backgrounds in disaster management and health, as well as from organisational development, human resources and planning units. The forum provided an opportunity for representatives to enhance their knowledge, capacity and coordination on gender and diversity integration across their society's programming.

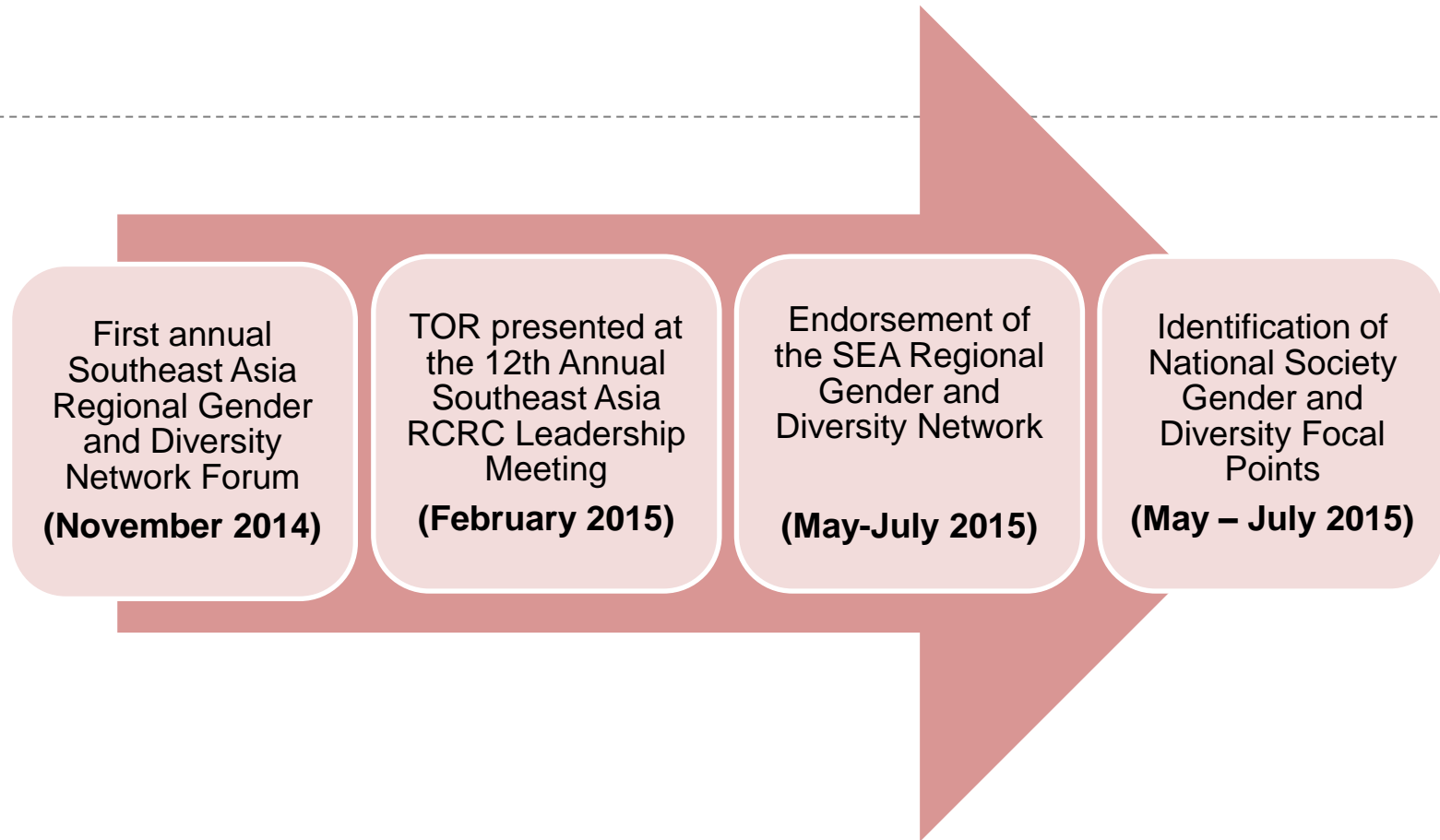
The first day examined a standard and harmonized understanding of gender and diversity within the Southeast Asia region. Participants discussed terms, definitions and available tools such as the [IFRC Strategic Framework on Gender and Diversity 2013-2020](#). On the second day, participants identified regional issues relating to gender and diversity inequalities, challenges in addressing those issues, potential solutions and finally



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## 2016 SEA GAD Network



Gender and Diversity Organisational Assessment Tool  
Writeshop

Report

05 May 2016  
Kuala Lumpur



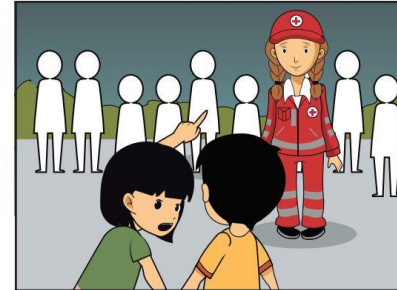
Gender and Diversity  
Organizational Assessment

Pilot for Philippine Red Cross





# 2017 SEA GAD Network



**Preparing for disaster:**  
Protecting girls and boys in disasters



**Gender and Diversity Organisational  
Assessment Toolkit** | Pilot version  
**Introduction**



## Gender and Diversity Policy

### A. Introduction

Guided by the Cambodian Red Cross 2011-2020 Strategy, CRC conducts various initiatives with a focus on (community-based) women's and children's health, with an emphasis on giving support to mothers, newborns, and assisting orphans vulnerable children with HIV/AIDS. In addition, CRC has a long history of addressing gender and diversity concerns through its Vulnerable Group Assistance program, which provides support to people with disabilities, orphanages, the elderly, people living with HIV/AIDS and widows.

Cambodian Red Cross previously developed a gender policy, which was enacted in 2003. This current gender and diversity policy is the result of undertaking a consultative review process to update the 2003 gender policy whilst making it more inclusive of diversity considerations. The review process was conducted by CRC senior management and staff from both headquarter and branches.

During a scoping mission in December 2014, after discussing the needs of a strategic gender and diversity approach to guide all policies, programs and tools with CRC senior management, it was agreed that such an approach is needed by CRC. The following recommendations were made: CRC needs to advocate for gender and diversity concepts more broadly in society; a standard Gender and Diversity regulation and policy should be integrated across CRC; as auxiliary to the public authority in humanitarian field, CRC should encourage the endorsement, implementation and promote awareness of the gender and diversity policy within governing and management boards as well as to staff, volunteers and Red Cross youth more widely.

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## CRUZ VERMELHA DE TIMOR-LESTE

### Gender policy

#### Introduction

The rationale for integrating a gender perspective in the activities of the Cruz Vermelha de Timor-Leste (CVTL) lies in the humanitarian mandate of Red Cross – to prevent and alleviate human suffering without discrimination. Gender equality ensures that there is no gender-based discrimination in the allocation of resources or benefits, or in access to services.

The purpose of this policy is to define the main approach of this Cruz Vermelha de Timor-Leste (CVTL) on how to address gender issues in the actions.

#### Scope

One of the CVTL's responsibility is gender, however is not specifically on women. Gender refers to the roles, responsibilities, needs, interests and capacities of both men and women. These are influenced by social and cultural factors. Therefore, the term 'gender' does not replace the term 'sex' which refers exclusively to biological differences. Men and women often play different roles in society and accordingly they have different needs. A gender perspective is required to ensure that men's and women's specific needs, vulnerabilities and capacities (set in the broader context of class, ethnicity, race and religion) are recognized and addressed.

This policy was established based on the CVTL's needs for taking part and ensuring that the gender differences are taken into account and dealt with in relation to core programs as defined in the CVTL's 2015-2019 Strategic Plan, such as disaster relief, disaster preparedness, health and promotion of humanitarian values.

#### Statement

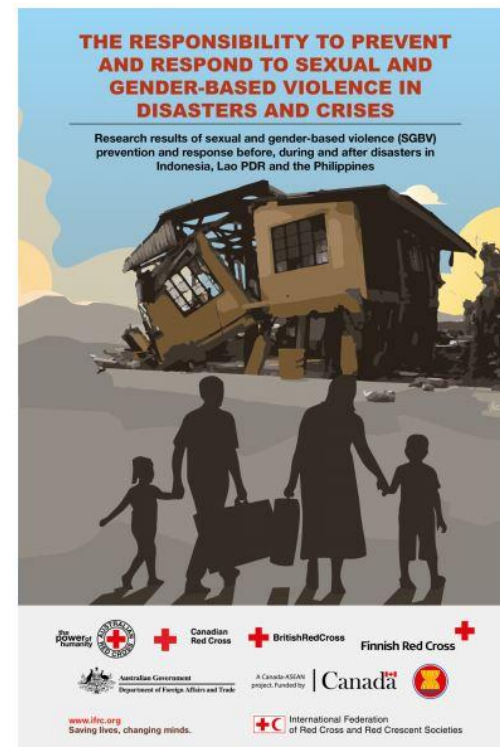
With regard to gender issues, the goal is to ensure that all Cruz Vermelha de Timor-Leste programs benefit men and women equally, according to their different needs and with the input and equal participation of men and women at all levels within the CVTL.



## 2018 GAD Network



Philippines, Indonesia and Laos PDR in 2017-2018 continues the work undertaken through the [“Unseen Unheard” case study in Myanmar, Samoa and Bangladesh.](#)





# Organisational Policies



## Minimum standard commitments

to gender and diversity in  
emergency programming  
Pilot Version



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***This policy was adopted at the IFRC General Assembly in December 2019 and will be reviewed regularly, at the latest by the IFRC General Assembly in 2027***



## ***AIM of the Network***

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



## ***Key Progress in 2021***

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- Online meetings and trainings on PGI and the pandemic, including:
  - Mainstreaming PGI into the Covid-19 pandemic response
  - SGBV prevention and response/Child Protection and Covid-19 (launch of IFRC guidance)





## ***Key Recommendation***

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- **Revitalization of National Society commitments on protection, gender and inclusion:**
  - Review and confirmation of National Society PGI Focal Points for the Network
  - Endorsement of a Network Chair to lead the Network, with support from the Secretariat
  - Support to PGI Focal Points to prioritize mainstreaming of PGI into NS response plans and 2022 (and beyond) programming
- **Training and advocacy for staff in leadership and departmental focal points to address continued organizational knowledge and capacity to mainstream PGI**
- **Strengthened focus on Youth and PGI/SGBV prevention and response**
- **Policy and Strategy Development:**
  - Review of NS policies and strategies to better mainstream PGI
  - Update existing PGI policies to better reflect new terminology and commitments (e.g. Child Safeguarding Policy)
  - Adopt new PGI policies to align with National Society commitments and goals (e.g. PSEA Policy)
- Continuation of regular online and face-to-face meeting as travel restrictions and funding permits



## *Summary plans for 2022*

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- The Southeast Asia PGI Network aims to re-continue regular online meetings and seek funds to meet face-to-face once travel restrictions are eased. The online meetings will serve to support National Societies and focal points to facilitate peer-to-peer learning, share PGI plans and best practices, provide training support, and continue important advocacy and strategic planning on PGI in emergency response and standalone programming.



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- Moving forward, the Network seeks the leadership support for endorsement of focal points and the importance of PGI in institutional programming to better serve communities that are most at-risk to the impacts of disasters and climate change.



- The main areas of interest for the Network moving forward are finalization of the SGBV research conducted by Viet Nam and Cambodian Red Cross, advocacy and strengthening of SGBV prevention and response in emergency programming, youth as agents of behavior change for non-discrimination and SGBV prevention/response, as well as continued mainstreaming of PGI and protection principles into the Covid-19 pandemic response.