



Two young Red Cross volunteers at the migrant reception centre in Subotica, Serbia talk to 12-year-old Haora (left), a recent arrival from Iraq, about how to recognize and act in potentially dangerous situations

PROTECTION, GENDER, AND INCLUSION: ACTIONS TO ENHANCE NATIONAL SOCIETY DEVELOPMENT

CASE FOR SUPPORT 2022

PROTECTION, GENDER, AND INCLUSION



A volunteer in the Elderly support day centre, part of the Social Program of the Portuguese Red Cross

For the IFRC to remain true to **our principles**, we must ensure we reach all people effectively and in a non-discriminatory and equitable manner. Our work must ensure doing no harm while also supporting dignity, access, participation, and safety for all people affected by disasters and crises.

Protection, Gender, and Inclusion (PGI) describes the IFRC's approach and way of working to address the causes, risks and consequences of violence, discrimination and exclusion in an integrated and intersectional way.

People affected by disasters can have very different experiences, capacities, and different levels of power in decisions that affect them. A person's sex, gender or racial identity, age, physical ability, nationality, and many other factors can increase the risks they face, and how they are affected by disasters and crises. These factors can also affect how they respond and recover.

Emergencies can also make existing inequalities worse. This can be seen in the increase in incidences of sexual and gender-based violence (SGBV), violence against children and trafficking in persons during and after emergencies.

For the purposes of this document¹, IFRC considers

- **Protection** to mean addressing violence and keeping people safe from harm.
- **Gender (and diversity)** are about addressing discrimination and understanding people's different needs, risks and capacities.
- **Inclusion** to mean actively addressing exclusion by meaningfully involving and engaging excluded people in our work.

The IFRC considers issues of PGI in everything we do.

At the heart of the PGI approach is an analysis of how everyone is affected differently by shocks and crises. We

¹ The detailed policy-level definitions of these and other key terms can be found in the appendix.



People taking part in a role-play training in Chinamacondo, Mozambique on the topics of gender-based violence, child marriage and girls dropping out of school.

respond to these shocks by jointly addressing risks of violence, discrimination, and exclusion.

Examples of this work include:

- ensuring that facilities, goods, and services are dignified, locally appropriate through local participation, easily accessible, and are safe for all people
- making sure women and girls have access to safe menstrual hygiene resources during emergencies
- having in place, safe spaces for children, females, marginalised communities such as LGBTQI+ populations
- proactively seeking gender equality and diverse representation in our National Societies, in both paid and unpaid positions, including at leadership levels, to advance equality and reduce risks of discrimination and inequality
- building into anticipatory action, when disasters are forecasted to occur, child protection aspects
- ensuring anyone wearing a Red Cross or Red Crescent emblem can identify, respond to and timely and safely refer a child or adult survivor of violence, abuse, exploitation, or neglect to the appropriate services
- taking special measures around physical, economic and information access and addressing any issues of discrimination, xenophobia, and racism.

We also run **specialized programmes** that put in place dedicated and tailor-made measures aiming to protect and address risks, such as implementing projects for marginalized children, establishing comprehensive support to survivors of sexual and gender-based violence (SGBV), through support to access psychological, legal and livelihoods services, implementing activities to prevent and respond to trafficking in persons, and carrying out dedicated social inclusion initiatives for marginalized groups.

A SERVICE APPROACH

This case for support sets out the focus for protection, gender and inclusion in the IFRC for 2022 and beyond, both thematically and geographically.

It is based on identifying the needs and existing strengths of National Societies, to provide targeted capacity-building support for improved PGI services. This has been done through:

1. Bottom-up process:

- a. PGI strategic framework consultation with 52 National Societies.
- b. Consultation with 41 National Societies from across all five regions on their PGI priorities for 2022.

2. Focus on priorities: the breadth of PGI work in supporting institutional capacity; mainstreaming PGI and supporting specialized programming; and enhancing advocacy, partnerships and learning is a huge strength – it can also be a weakness if we try to do everything without adequate quality assurance and resources.

We need to be smart about where we can have the most impact. We need to focus on the current strengths of the IFRC as highlighted by the IFRC Strategy 2030, key policies, and statutory commitments.

Different National Societies have different support needs. For example, in Africa, there is a clear need to focus on PSEA and other SGBV prevention and response work in 2022, whilst in MENA, the overriding need is to integrate PGI considerations into National Society Development processes.

Establishing these regional and thematic focus means that the PGI Geneva Team can best target themes and areas where additional technical support is required.

3. Alignment: with three priorities as part of the forthcoming PGI policy and operational framework:

- a. Institutional capacity for PGI
- b. Stronger PGI in programmes
- c. Advocacy, partnership & learning.

Within each of these we have outlined key deliverables that we want to achieve. These objectives provide the common framework to all PGI work world-wide.

4. Priorities: By identifying priority programmes, priority countries, priority themes, we can consolidate and collectively agree on global priorities that demonstrate the potential reach of PGI. Priority countries will be supported, who will then act as peer facilitators to support peer National Societies for development.

5. Resources: by focusing, aligning, and prioritising, we have been able to design the best ways to ensure these priorities are implemented. Movement and other partners' support can thus be channelled most effectively, and we can reduce duplication, and sacrifice some small gains for broader, more sustainable benefits.

Partners reviewing this case for support can see the priorities where IFRC would be working on with National Societies and align and target their support through IFRC accordingly, whether through resourcing the essential constitutional role of the IFRC and/or by providing specific targeted support through bilateral work with National Societies.

PGI PRIORITY COUNTRIES

For each region, 2-3 priority countries have been identified. These are countries which

- Have identified significant PGI-related needs in their country.
- Have been flagged as high risk by external assessments.
- Are committed to:
 - carrying out a comprehensive PGI organizational assessment
 - investing time and effort into implementing the resulting Plan of Action for PGI
 - sharing their experience with other National Societies
 - aligning to global strategic and statutory commitments to PGI

These countries will receive close accompaniment from the IFRC in the process – and will in turn support other National Societies in similar processes in the future.

Support will be adapted from regional and global levels as is most appropriate.

GLOBAL TRENDS



In Lima, Peru, IFRC supported a mural that shows the contribution of migrant and local women in the fight against COVID-19, bringing their voices to the public space.

Data shows that the core thematic priorities of the past years remain tragically relevant: Sexual and Gender-Based Violence (SGBV) is an ongoing “pandemic” affecting more women than Covid-19. In terms of Child Protection, an estimated 1 billion children experience violence yearly, almost every child on earth is exposed to at least 1 major climate and environmental hazard, shock and stress and no country is on track to eliminate child marriage or child labour by 2030. Trafficking in Persons is the fastest-growing criminal activity. The 15% of the world’s population who live with a **disability** is increasing. Recent stories from the Democratic Republic of Congo have highlighted the importance to ensure a zero tolerance on safeguarding risks such as sexual exploitation and abuse (SEA) and Child Safeguarding in the communities we serve. For 2022, we will continue to focus on, and scale up, these specialised PGI services and expertise.

The COVID-19 pandemic has cast a harsh spotlight on and amplified existing inequalities within societies and the disproportionate effects of the crisis on those already living with vulnerabilities and potentially “left behind”. As the pandemic continues in many parts of the world, there will be increasing stress on social cohesion which is elevating the risk of marginalization and exclusion marginalisation and exclusion with secondary impacts such as domestic violence, mental health challenges, loss of livelihoods and so on, meaning that “*leaving no one behind will remain a still distant goal by 2030*” as already noted by the World Social Report 2020 prior to the pandemic. The risks from

COVID-19 are being reinforced by climate change and extreme weather events.

As highlighted in IFRC research, the risk of SGBV increases during disasters. This remains a problem under-supported in comparison to SGBV in conflicts. In addition, as outlined in the IFRC World Disasters Report 2020, and IFRC studies on child protection and climate related disasters, children face elevated protection risks, often do not know where to get help or do not trust the competence of the help they do receive. Protection of children in climate related disasters continues to be reactive, occurs too late, and is not built into preparedness nor anticipatory actions across the humanitarian sector, as described in the IFRC Issue Brief on Anticipatory Action and Child Protection.

Related to emergencies, the climate crisis, and other pull and push factors, migration continues to place millions of people in precarious and dangerous situations around the world. The risk of dangers and injuries, SGBV, violence against children, human trafficking, and the exclusion of people because of their nationality, identity, or migration or legal status are threats in each region.

A foundational element across all programming remains the need for safeguarding measures to prevent and respond to sexual exploitation and abuse and to safeguard the rights and protection of children. There continue to be alarming revelations and allegations of humanitarian personnel around the world misusing their power to harm the adults and children they are supposed to support and serve.

ASSESSMENT AND ANALYSIS OF NATIONAL SOCIETY PRIORITIES



Mozambique Red Cross, in partnership with IFRC, training police civic educators in psychosocial assistance including psychological first aid for survivors of sexual and gender-based violence.

In 2020, a wide-ranging consultation was held with National Societies to develop the draft Strategic Framework on PGI which led to establishing the following three strategic objectives, reflecting the following three main directions of the new PGI policy which is also incorporated in the accompanying operational framework.

In a follow up to this consultation, and in preparation for this case for support, National Societies around the world were

given the opportunity to identify their PGI priorities (through a questionnaire) as aligned with the draft framework (see overview on the next page).

The results of this analysis have been used to develop this case for support – as outlined by the combined global and regional priorities in the relevant section for each outcome on pages 6-15.

Institutional capacity, composition, and commitment to address violence, discrimination and exclusion

National Societies and the IFRC adopt a comprehensive Protection, Gender, and Inclusion approach across all operations, programmes, and services

Develop and improve advocacy, partnerships, and learning within the Movement and externally to support better protection, gender, and inclusion actions



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National Society Contributions

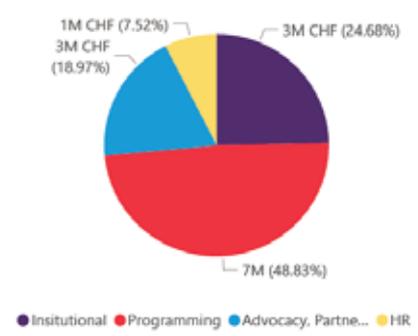
National Society Interest by Output

Region	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	2.1	2.2	3.1	3.2	3.3	3.4	3.5
Africa															
Baphalali Eswatini Red Cross Society															
Botswana Red Cross Society															
Burundi Red Cross															
Central African Red Cross Society															
Ghana Red Cross Society															
Kenya Red Cross Society															
Lesotho Red Cross Society															
Liberian Red Cross Society															
Malawi Red Cross Society															
Mozambique Red Cross Society															
Namibia Red Cross															
Nigerian Red Cross Society															
Red Cross of Benin															
Red Cross of the Democratic Republic of the Congo															
Red Cross Society of Côte d'Ivoire															
Red Cross Society of Guinea															
Red Cross Society of Niger															
Sao Tome and Principe Red Cross															
Senegalese Red Cross Society															
Sierra Leone Red Cross Society															
The Gambia Red Cross Society															
The South African Red Cross Society															
Togolese Red Cross															
Zambia Red Cross Society															
Zimbabwe Red Cross Society															
Total	21	21	15	13	23	11	15	18	24	23	17	18	11	19	22
Americas															
Brazilian Red Cross															
Chilean Red Cross															
Colombian Red Cross Society															
Ecuadorian Red Cross															
Grenada Red Cross Society															
Honduran Red Cross															
Peruvian Red Cross															
Venezuelan Red Cross															
Total	6	5	3	5	8	5	2	5	8	8	6	7	3	8	5
Asia-Pacific															
Cambodian Red Cross Society															
Fiji Red Cross Society															
Lao Red Cross															
Nepal Red Cross Society															
Pakistan Red Crescent Society															
The Thai Red Cross Society															
Vanuatu Red Cross Society															
Viet Nam Red Cross Society															
Total	7	5	2	3	7	4	6	8	9	8	6	6	4	9	8
Europe															
Ukrainian Red Cross Society															
Total	1				1	1									
Total	35	32	21	22	39	21	24	32	42	40	29	31	18	37	36



Key	Objective	Name
1.1	Institutional	Leadership capacity
1.2	Institutional	Institutional embedding
1.3	Institutional	Sufficient funding
1.4	Institutional	Qualified staff and solid coordination
1.5	Institutional	Staff capacity
1.6	Institutional	Organisational dev.
1.7	Institutional	Equitable access for personnel
1.8	Institutional	Institutional PSEA safeguarding
2.1	Programming	PGI mainstreaming
2.2	Programming	PGI specialised programming
3.1	Advocacy, Partnerships and Learning	Advocacy and humanitarian diplomacy
3.2	Advocacy, Partnerships and Learning	PGI learning activities
3.3	Advocacy, Partnerships and Learning	Research-based advocacy
3.4	Advocacy, Partnerships and Learning	Movement coordination
3.5	Advocacy, Partnerships and Learning	External coordination

National Society Budget Request by Outcome Area



A coloured square represents a positive expression of interest (Yes) by the responding National Society for the corresponding output area. A gray square indicates a No.

Only National Societies that responded to the survey (43) or participated in the planning process are included.

See the key above for more information on each output ID (1.1 = Leadership capacity, etc.)

GLOBAL PGI PRIORITIES 2022



In Timiș county, Romanian Red Cross volunteers ensured their Covid response considered issues of PGI by adapting to specific needs based on age, gender, ability and other diversity factors.

Based on the analysis of National Societies priorities in discussion with regional offices, in each region a set of three National Societies have been identified as priority.

PRIORITY NATIONAL SOCIETIES	
Africa	Malawi, Sierra Leone, and Somalia ²
Americas	Ecuador, Guatemala, and Trinidad and Tobago
Asia Pacific	Nepal, Pakistan, and Vietnam
Europe	Ukraine, Kazakhstan, Tajikistan
Middle East and North Africa	Egypt, Libya, and third country to be decided.

1) Institutional capacity, composition, and commitment to address violence, discrimination, and exclusion

Africa

PGI Organizational Assessments will be carried out in Malawi, Sierra Leone, and Somalia. Based on the outcomes of these assessments, National Society leadership will be supported through training and mentoring to enhance competencies within the National Society to identify and address the most urgent issues of violence, discrimination and exclusion. This will include support to establish safeguarding policies, such as PSEA and child safeguarding.

² In Southern Africa, National Societies that will be prioritized will be Botswana, Lesotho, South Africa



Lao PDR, Attapeu province, Lao Red Cross volunteers consult with people affected by dam collapse that caused flash flooding in south-eastern Laos, to establish their different needs.

Americas

With priority National Societies, the IFRC PGI team will support PGI Organizational Assessments. It will work with PGI focal points to support the leadership of their National Society to develop PGI policies, put in place a portfolio of PGI programmes, with technical support provided and training support to volunteers. The PGI team will work with the Geneva PGI team to support PSEA and Child Safeguarding analyses and implementation with National Societies.

Asia pacific

In 2022, the PGI team in Asia Pacific will support the region’s priority National Societies to conduct PGI Organizational Assessments. The follow-up of those

SAFEGUARDING

The IFRC is committed to safeguarding by ensuring its own personnel and programmes do no harm in any way against the people it serves or its own volunteers, staff, and other personnel. It aims to protect against sexual exploitation and abuse (PSEA) and to safeguard all children it interacts with. These commitments are reflected in the IFRC PSEA

Policy (2018) and Child Safeguarding Policy (revised in 2021). While safeguarding for PSEA and child safeguarding are a responsibility across all departments, programmes, and for all personnel, the PGI team has a leadership role around advancing the PSEA and Child Safeguarding agendas, mainly working with National Societies, and supporting work within the IFRC Secretariat.

The PGI team, working with National Societies, has led the development of an IFRC Safeguarding Action Plan 2022-2025. The Action Plan is an integral part of this case for support. The Safeguarding Action Plan targets include ensuring 100% of IFRC Delegations and at least 30 National Societies complete the IFRC Safeguarding Self-assessment, 100% of IFRC supported programming complete a Child Safeguarding Risk Analysis, and 50 National Societies have in place PSEA Policies and 60 have Child Safeguarding Policies.

To achieve these aims, in 2022, the PGI team will strengthen safeguarding systems in National Societies and work with IFRC delegations in each region through self-assessments, development of policies, support tools, and trainings, and providing a basic foundation to implement quality programming.

assessments will include support to PGI focal points and sub-regional networks to developing individual and organizational development skills in support of PGI mainstreaming. Support will be provided on development and roll-out of PSEA and Child Safeguarding policies. The PGI team will also work to increase diversity within IFRC teams and enhance opportunities for women's leadership, including through a "virtual community" to support the professional development of women in operational leadership.

Europe

A priority in 2022 will be to establish cluster and country level PGI focal points in the region so that National Societies can be better supported and have more localized assistance. It will also support youth-led networks and groups to promote change and influence communities toward more inclusive, safe and equal norms and practices. In collaboration with National Society development staff, National Society leadership capacities will be built to include adapted PGI programmes in National Societies through targeted support by IFRC country offices and country cluster offices. priority National Societies will be supported to develop PGI related policies and procedures. PSEA and Child Safeguarding policies and mechanisms will be rolled-out in the region and a focus will be placed on priority National Societies.

Middle East and North Africa

The MENA PGI team will support priority National Societies and others to conduct PGI organizational assessments and where appropriate identify how to integrate PGI elements in other organisational capacity assessments (e.g., OCAC and PER). It will also assist National Societies to develop PSEA and / or Child Safeguarding Policies and support the roll out amongst staff and volunteers. The PGI network in the region will also be reactivated through National Society nominated focal points.

PGI Geneva team

The majority of National Societies identified institutional capacity building issues as priorities, with "building leadership capacity" and "strengthen the capacity of staff and volunteers" being highest. Some National Societies also identified "organisational development process" as a priority for 2022. Based on this, all the PGI teams in the regional offices identified institutional support as central to their plans, as described above. The regional and Geneva teams will work together to provide the technical support to priority National Societies in the most appropriate way for each context.

The priority countries identified above will be supported to carry out a thorough organisational assessment of their capacities related to PGI, using the newly developed PGI Organizational Assessment. Following the assessment, a plan of action will be developed with each National Society to build on strengths and address any areas needing improvement. The same National Societies will be supported to document and share the knowledge and insights from the self-assessment process, including a dashboard of progress on action plans, and facilitate peer-exchange between countries who have been supported in this process.

In the assessment of National Societies' priorities, 49 mentioned PSEA and 8 more mentioned safeguarding. To support these priorities and as part of the IFRC Safeguarding Action Plan (which is an integral part of this case for support), IFRC delegations will be assisted to conduct self-assessments on safeguarding. Priority National Societies and locations identified as high risks will be supported to develop PSEA or Child Safeguarding Policies through technical support, training, and testing approaches to enhance safeguarding / child participation into their programming. This is also in line with our commitments to the Call to Action, and will be supported by the roll-out of the IFRC PSEA policy and manual and Child Safeguarding policy and tools through IFRC offices, to ensure that all new IFRC programs complete a Child Safeguarding Risk Analysis.

IFRC Secretariat functions will also be supported to strengthen their PGI institutional capacity through supporting diversity training for the IFRC Governing Board and supporting staff in Communications, Advocacy, HR and Ombuds functions to align PGI-related support to the Network with the established priorities of the PGI policy and operational framework.

2) National Societies and the IFRC adopt a comprehensive Protection, Gender, and Inclusion approach across all operations, programmes, and services

Africa

PGI minimum standards will be mainstreamed into the WASH programming of 2-3 National Societies to by adapting the community-level interventions to ensure people are reached with dignity, access, participation and safety. PGI specialist staff will work closely with climate & DRR specialist staff to establish best practices for incorporating PGI in all climate change programmes

SGBV PREVENTION AND RESPONSE

The IFRC has outlined its commitment to Prevent and Respond to SGBV in Humanitarian Crises in a resolution at the 32nd International Red Cross and Red Crescent Movement in 2015. SGBV is often life threatening and impacts a survivor's daily life, dignity, rights, livelihoods, and health. Despite this, humanitarian operations still tend not to adequately consider the needs of women and girls who have been exposed to SGBV, but often also completely overlook men, boys, and sexual minority groups as survivors. Although it is increasingly recognised that SGBV is a prevalent feature of many conflicts, its occurrence during disasters is not as well understood. IFRC research in disaster settings indicates that child marriage, sexual abuse of girls and boys, trafficking, and domestic violence tend to increase after disasters. In response, in 2022 the IFRC will continue its support to National Societies through supporting improvements survivor-centered approaches including for referrals, access to livelihoods, training, raising awareness, and working with communities to find local solutions.

and projects. This integration will draw on existing IFRC research on child protection and anticipatory action.

The main programming focus will be on SGBV prevention and response. Mainstreaming work will include improving community awareness through information, education and communication, combined with collaborations with other actors to strengthen safe referral pathways. More specialised SGBV work will include technical training for Red Cross and Red Crescent personnel on survivor-centered approaches and working with local communities to define local solutions.

With many emergency operations and increased need for on ground technical support on PGI. The team will work on increasing the PGI surge pool in the region's rapid response register through PGI in emergency experts training.

Americas

Programme implementation in the Americas will focus on tackling the many urgent issues of violence and discrimination through standardised quality PGI programming. This includes a focus on improving SGBV prevention and response (through a toolkit, including a specific focus on addressing "Masculinities") as well as a broader focus on working with Indigenous communities. Actions against Trafficking in Persons will be scaled up through trainings based on the new dedicated toolkit and manual. IFRC guidelines and tools will be rolled-out to National Societies for actions against child labour, child marriage, and protection for children on the move. Moreover, a regional training on SOGIESC inclusion in disaster responses will be organized.

To increase PGI mainstreaming into National Society programming, the PGI team will conduct trainings on PGI in different settings (such as migration and other emergencies), support integration of SGBV Prevention and Response, prevention and response against human trafficking, and child protection into IFRC supported programmes, and monitor RFL activities through the regional networks and the support of IFRC. Specific projects to mainstream gender equality into Livelihoods programming, mainstreaming PGI in WASH, and establishing disability inclusive shelters will be explored.

Asia Pacific

National Society programming will be enhanced through a series of PGI trainings, starting with the foundational level of PGI Minimum Standards, complemented by more specialised trainings on SGBV prevention and response, and disability inclusive shelter and programming. SGBV programmes and women's empowerment programmes will be supported in four selected countries

Inclusion of individuals identifying with diverse sexual orientation, gender identity, expression and sex characteristics (SOGIESC)³ will be expanded in emergency operations and within National Societies. In addition, the PGI team will seek to establish programmes on disability inclusion with a focus on ensuring meaningful participation by and for persons with disabilities and their own organisations.

Europe

IFRC will support youth-led networks to promote change and influence communities toward more inclusive, safe and equal norms and practices. It will support Disaster Management teams to sensitize the preparedness and

³ Also referred to as members of the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) community.



Kathmandu, Nepal – May 14, 2015: Anjali Lama, a Nepalese model stand outside a makeshift tent at the camp where the transgender community is located.

responses of National Societies by strengthening PGI components within disaster trainings at different levels.

To support strengthened services among National Societies, IFRC will organize regional webinars, trainings, simulations, and learning opportunities to introduce and inform on new resources, approaches and disseminate good practices.

To meet the growing awareness of the need to include PGI approaches and expertise in emergency responses, IFRC will strengthen the capacities of existing delegates and enhance its PGI capacities within the regional rapid response register.

MENA

In order to mainstream PGI, trainings on the PGI minimum standards will be implemented targeting National Society branches in both priority and other National Societies, focused on how to integrate across technical sectors. PGI foundational training and orientations will also take place and considerations made in existing regional and national level trainings where possible.

Support for specialized programming will be undertaken through dissemination of region-specific SGBV materials with specific National Societies with the aim of exploring the potential for stand-alone SGBV Prevention and Response programmes. In addition, migration programming in some priority locations will focus on child protection.

Geneva PGI team

A series of IFRC and National Society regional studies (“*We Need To Do Better*”) have highlighted how climate related disasters have a disproportionate effect on children around the world, and action to protect children is being taken reactively and too late. In response, the IFRC has been leading on the integration of child protection into anticipatory action in climate related disasters. In 2022, in partnership with the Anticipation Hub and the Climate Centre, technical assistance will be provided to at least 4 National Societies that anticipate climate related disasters, through adopting early actions strengthening child protection and education outcomes, as well as local coordination.

Thirty-seven National Societies stated Child Protection mainstreaming in their priorities, and thirty-one identified specialised work in Child Protection. In response, National Societies will be supported around enhancing their systems to improve child protection in emergencies, including through training, enhancing child participation, ensuring local referrals, and reaching out to marginalized children such as those on the streets, in labour, and at risk of child marriage. This work will be coordinated closely with the IFRC Education and Youth teams in order to reinforce linkages and to ensure approaches that meet children’s holistic needs.

Support to the integration of PGI expertise in all emergency operations will include at least two Global Expert PGI in

Emergencies trainings to support the readiness and capacity of National Societies to meet PGI minimum standards and implement specialised PGI programming when they prepare for and respond to local emergencies.

To further enhance the quality and management of information, the PGI team will continue to work closely with Information Management colleagues to ensure minimum standards around data disaggregation, representative assessments and inclusive participation are embedded into Federation-wide systems including around climate related disasters.

SGBV prevention and response has been identified as a key priority in all regions, linked to the importance placed on this work by National Societies. Thirty-nine out of the forty-one National Societies who responded identified SGBV as a priority.

Linking these national and regional priorities to the global commitments agreed by IFRC to the Call to Action, in 2022 (and up to 2025) a focus will continue on:

- Supporting SGBV preparedness and response measures in the Priority National Societies and additional support to other NS (with an aim to reach 8 National Societies by 2025)
- Training staff and volunteers in National Societies on SGBV risk mitigation and responding to SGBV disclosure through existing PGI training (with an aim to reach 8 National Societies by 2025)

Thirty of the forty-two National Societies identified mainstreaming of Restoring Family Links (RFL) as a priority. To support the increasing requests to conduct Restoring Family Links in disasters, and to meet statutory commitments of the Red Cross Red Crescent Movement, the PGI Global team will lead on Restoring Family Links coordination within the IFRC, participate in global coordination with ICRC and National Societies, and develop and test disaster specific approaches.

INFORMATION MANAGEMENT

As part of the IFRC COVID-19 response, the PGI global team, in collaboration with CEA, hired its first data analyst. This focused on developing, advising on, and strengthening data-driven processes to bring diverse community voices to all levels of COVID-19 decision-making in the IFRC, while at the same time critically analysing the quality and representativeness of ongoing perception survey sampling and feedback mechanisms. More than 20 National Societies conducted COVID-19 perception surveys and were able

to focus on key populations that were at risk of being left out, such as remote indigenous populations, migrant communities, and the homeless. Moving forward, PGI will continue to work closely with Information Management colleagues to ensure minimum standards around data disaggregation, representative assessments and inclusive participation are embedded into Federation-wide systems, including around climate related disasters.

3) Develop and improve advocacy, partnerships, and learning within the Movement and externally to support better protection, gender, and inclusion actions

Africa

The PGI team in collaboration with the IFRC AU team will engage with the African Union around agendas on women, peace, and security, SGBV prevention and response, and women's leadership. Furthermore, as a follow up to its joint study with UNICEF and the African Union, the PGI team will seek to implement actions on Disaster Laws and Policies for SGBV Prevention and Response in Eastern and Southern Africa.

In 2021, the PGI team initiated a regional PGI working group made up of National Societies and Partner National Societies. In 2022, it will continue to lead this group in order to enhance coordinated approaches, sharing of lessons, and identify more efficient and effective approaches to supporting National Societies.

In order to strengthen National Society learning and programming on SGBV Prevention and Response, the PGI team will participate in the regional inter-agency GBV working group.

Americas

The PGI team will concentrate on a few specific actions to influence improved action on PGI. In particular, the team will develop PGI advocacy messages that can be used by National Societies to influence improved actions by key stakeholders. It will also collect, analyse, and present good practice case studies for various PGI themes. Lastly, it will design a PGI specific communication campaign to assist National Societies.

In 2022, the Americas PGI team will establish a Movement PGI working group to improve coordination among National Societies, enhance efficiency and effectiveness of support to National Societies, increase shared learning.

With external partners, the PGIE team will participate in inter-agency forums and working groups related PGI themes such as SGBV Prevention and Response, child protection, and action against human trafficking.

MENA

As part of the global “We Need To Do Better” campaign, the PGI team will conduct a regional study on climate related disasters and child protection with a focus on hearing directly from adolescents.

Geneva PGI team

CHILD PROTECTION IN CLIMATE RELATED EMERGENCIES

In 2018, the IFRC and the Child Protection Area of Responsibility began a partnership to strengthen local coordination between local governments, NGOs, UNICEF, and Red Cross and Red Crescent Societies in order to improve child protection before, during and after disasters. As part of the partnership, regional studies on the risk of violence against children in climate related emergencies in South-east Asia and Eastern and Southern Africa, as well as an IFRC study in the Caribbean, were developed. These have involved over 30,000 adolescents. A key finding has been that earlier action needs to be taken to protect children in climate related emergencies. This has led the IFRC, through the Anticipation Hub, Red Cross and Red Crescent Climate Centre and PGI teams to lead work on anticipatory action and child protection. In 2022, the IFRC will work with partners to enhance advocacy, tools, and technical support to National Societies to include child protection within anticipatory action in climate related emergencies.

Advocacy

Drawing on a study in 2020 and a series of regional studies in 2021, with over 30,000 adolescents and over 20 National Societies, the PGI Global team will conduct a research-based campaign: “We Need to Do Better”. This will highlight child protection in climate related disasters,

including anticipatory action. This will include at least one further regional study, development of related tools for National Societies, and promotion of study findings at key global and regional events.

The PGI advocacy toolkit will be rolled out to meet the requests of National Societies for guidance on IFRC network advocacy key messages on PGI issues in order to ensure National Societies have the capacity to articulate a deeper understanding of gendered, and other intersecting, power relations to various audiences and how they relate to PGI and other National Society functions.

In order to enhance National Society and IFRC capacity on diversity, the PGI Geneva team will lead on the development of an action plan and related PGI activities against racism, xenophobia and discrimination, following the Appreciative Inquiry Process that was carried out in 2021. This will include a workshop at the Council of Delegates in 2022 and support to the ensuing action plan.

Partnerships

In 2022, the PGI Global team will continue to co-lead with the ICRC the Protection in the Movement process, assisting National Societies with joint online and face to face training and learning activities on common and complementary Movement approaches to PGI. The experiences, aims and wishes of National Societies related to PGI issues will be collected as part of a consultative process leading up to the Council of Delegates in May.

Building on National Societies experience, the PGI Global team will also work with the Alliance for Child Protection in Humanitarian Action, Child Protection Area of Responsibility, GBV Area of Responsibility, PLAN International, Anticipation Hub, the Red Cross and Red Crescent Climate Centre, and others, on developing inter-agency frameworks, tools, a coordination forum, and positioning around child protection and child participation in climate related disasters, including anticipatory action, in order to improve services to National Societies.

Linked to its commitments to the Call for Action against SGBV in Emergencies, the PGI Global team will participate in planning and coordinating events for the Call to Action and other relevant interagency forums and translate key learning and trends into guidance to support National Society actions. A child marriage education tool for National Societies will also be developed.

The collaboration with Special Olympics will be re-invigorated, with a focus on community health (MHPSS and vaccination), supported by volunteers providing community level messaging, with a focus on participatory approaches that are inclusive of people with intellectual disabilities. IFRC’s own trainings will be reviewed to be more inclusive, supporting joint work on advocacy on building more inclusive societies.



A child-friendly space in Athens, Greece. With the support of IFRC, the Hellenic Red Cross provides a range of immediate and longer-term protection and inclusion services to migrants arriving in Greece

Learning

When National Societies were asked about PGI priorities for 2022, thirty-five statements identified “peer learning and exchange” and “sharing of case studies” and “learning”, with a focus on peer learning in specific areas such as institutional capacity development. The PGI Global team will support the priority countries to document and share their PGI Organisational Assessment and learning journey, as well as aspects of their existing and developing programmes in order to draw-out smart practices that can benefit other National Societies. Priority countries will be supported to use tools from the IFRC’s Learn to Change Organisational Learning process in the implementation of their plans of action. Facilitated peer exchanges between priority countries will support individual National Societies and global learning.

The dedicated learning services to priority countries will form the backbone of broader learning services that will benefit the entire Network – publicly available peer exchanges through Learning Forums, case studies on good (and bad) practices on PGI priority programme areas, as well as developing better Monitoring and Evaluation and Information Management systems for PGI programmes supported by the IFRC.

A specific focus will be placed on collecting and analysing learning related to National Society projects around PSEA, COVID-19 projects against child labour and also child participation. This includes through developing case studies, supporting evaluations and lessons learned, and learning forums with National Societies and partner agencies. Priority countries will be prioritized, and other National Societies will be supported where there is a specific request.

KEY TARGETS

This case for support represents the consolidation of the global work of the IFRC to support all 192 National Societies, within the framework of the IFRC plan and budget 2021- 2025. The key PGI targets from this plan and budget for 2025 are as follows, with estimated targets for 2022.

	TARGET 2022	TARGET 2025
# of people reached by protection, gender and inclusion programming	24 million	30 million
# National Societies closely accompanied in PGI work as priority countries	15	60
# of National Societies completing PGI Organizational Self-assessments	15	60
# NS that show balanced gender representation in their governing boards	60	100
% of IFRC-supported operations applying the minimum standards for protection, gender and inclusion in emergencies	70%	Target 90% by 2025
# of National Societies who have standalone or integrated programming addressing SGBV (that meets agreed minimum standards)	75 NS	150
# National Societies that actively implement the IFRC PGI policy	30	100
# of National Societies whose data on “people reached” is disaggregated by sex, age and disability	50% by sex 30% by age 15% by disability	75% by sex 50% by age 35% by disability
# of National Societies that have a PSEA policy drafted or approved	25	50
# National Societies with Child Safeguarding Policies drafted or approved	30	60
IFRC Delegations complete Safeguarding Self-assessments	50%	100%
# of National Societies completing Safeguarding Self-assessments as a step in the process to developing and implementing PSEA or Child Safeguarding policies	57	150
New IFRC programmes complete Child Safeguarding Risk Analysis	100%	100%

BUDGET

In order to achieve the PGI plans for 2022, the following budget is required.

	<i>Cost (CHF)</i>
PGI INSTITUTIONAL CAPACITY TOOLS, GUIDANCE, AND SYSTEMS	
Africa	160,000
Americas	50,000
Asia Pacific	260,000
Europe	60,000
MENA	100,000
Global	87,000
TOTAL	717,000
PGI PROGRAMMING TOOLS, GUIDANCE, AND SYSTEMS	
Africa	100,000
Americas	115,000
Asia Pacific	60,000
Europe	205,000
MENA	150,000
Global	168,000
TOTAL	798,000
PGI ADVOCACY, PARTNERSHIPS, AND LEARNING: TOOLS, GUIDANCE, AND SYSTEMS	
Africa	15,000
Americas	15,000
Asia Pacific	120,000
MENA	15,000
Global	85,000
TOTAL	250,000
STAFFING	
Africa PGI Senior Officer Regional	83,000
Africa PGI Senior Officer Southern Africa Country Cluster	10,000
Africa PGI Officer	13,000
Africa PGI Officer French Speaking Western Africa	40,000

Africa Safeguarding Officer	60,000
Americas PGI Coordinator	20,000
Americas Senior Officer	15,000
Americas Intern	5,000
Americas Safeguarding Officer	60,000
Asia Pacific PGI Delegate	190,000
Asia Pacific PGI Officers x 3 (including a Safeguarding Officer)	180,000
Europe PGI Delegate	144,000
Europe Officer PGI Mainstreaming	60,000
Europe Safeguarding Officer	60,000
MENA PGI Senior Officer	80,000
MENA Safeguarding Officer	60,000
Global Officer for PGIE Coordinator and RFL	182,000
Global Child Protection Coordination in Emergencies Consultant	130,000
Senior Advisor for Child Protection and Safeguarding (6 months)	30,000
Global SGBV Officer	158,000
Global Disability Inclusion Officer	158,000
Global Institutional Capacity Officer	158,000
TOTAL STAFFING	1,896,000
TOTAL BUDGET	3,661,000

APPENDIX: DRAFT PGI POLICY DEFINITIONS

Protection is about keeping people safe from harm. It aims to ensure that the rights of individuals are upheld by preserving the physical, psychological, and emotional safety, integrity, and dignity of those at risk of, or affected, by violence, discrimination, and exclusion.⁴

Violence is the use of force or power, either as an action or omission in any setting, threatened, perceived or actual against oneself, another person, a group, a community that either results in or has a high likelihood of resulting in death, physical injury, psychological or emotional harm, mal-development or deprivation.⁵

Identity-based violence is any act of violence by individuals, groups or societies based on actual, perceived or ascribed aspects of an individuals' identity such as gender, ethnic origin, nationality or citizenship, age, disability, language, political opinions, religious beliefs, social background, sexual orientation, physical appearance and colour. Identity-based violence is facilitated and exacerbated by structures, norms, and laws that condone or promote (explicitly or tacitly) discriminatory attitudes and practices.

Gender refers to an aspect of people's socially determined identity that relates to *masculinity and femininity* – it is not binary. Gender roles vary significantly between cultures and can change over time (including over the course of an individual's lifetime). Social and structural expectations to gender strongly influence people's social role, power, rights and access to resources. The IFRC network fully respects the choice of any individual to define their own gender-identity.

Diversity refers to the full range of different social backgrounds and identities that make up populations. It includes, but is not limited to, gender, ethnic origin, nationality or citizenship, age, disability, language, political opinions, religious beliefs, social background, sexual orientation, physical appearance and colour.

Inclusion refers to reducing inequalities based on social backgrounds, identities, roles and power relations. Providing inclusive services means giving equitable access to resources for all. In the long term, inclusion also focuses on facilitating access to opportunities and rights for all by addressing, reducing and ending exclusion, stigma and discrimination.

Intersectionality refers to the fact that individuals have several layers to their identities, such as gender, ethnic origin, nationality or citizenship, age, disability, language, political opinions, religious beliefs, social background, sexual orientation, physical appearance and colour that woven together. People suffer discrimination against a combination of these factors. An intersectional perspective emphasizes the importance of looking at these forms of discrimination together and at the same time to understand their compound effects on the individual.

Safeguarding for the IFRC Network refers to our responsibility in taking action to: keep people safe from any form of harm caused by the misuse of power by making sure that our staff, volunteers, programmes and communications do no harm to children and adults, nor expose them to abuse or exploitation. Safeguarding also includes protecting staff from harm and inappropriate behaviour such as sexual harassment.⁶

⁴ This definition elaborates on the IFRC's specific focus of implementing the broad definition of protection for all humanitarian actors adopted by the IASC and accepted by the Movement: "all activities aimed at obtaining full respect for the rights of the individual in accordance with the letter and the spirit of the relevant bodies of law (i.e. human rights law, international humanitarian law and refugee law)".

⁵ From the IFRC Strategy on Violence Prevention, Mitigation and Response

⁶ Safeguarding aims to prevent harm in the following areas: i) Sexual abuse and exploitation (SEA) of children and adults by anyone working for IFRC or a member National Society; ii) Other forms of abuse e.g. physical, psychological or emotional, financial and/ or material, discriminatory, organizational abuse and modern slavery of children and adults by anyone working for IFRC or a member National Society; iii) Harm caused by our programmes and communications that we fund through our partners (including other National Societies, the IFRC and ICRC); and iv) Sexual harassment in the workplace.



For more information about the work described in this case for support, please contact:

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