The International Federation of Red Cross and Red Crescent Societies (IFRC) Country Office in the Philippines provides technical and financial assistance to the Philippine Red Cross (PRC). Since 2004, IFRC Philippines has been consistently providing tailor-made support to enhance the PRC’s overall institutional capacity in terms of national society development, emergency response, and long-term development programming. IFRC Philippines adds value to PRC’s humanitarian work through coordination, technical support, access to global funding streams and support for the following areas of focus: disaster risk reduction; shelter; livelihoods and basic needs; health; water, sanitation, and hygiene; protection, gender, and inclusion; and migration.

The Philippines is the 12th most populated country in the world and one of the most disaster-prone, ranking 3rd in highest disaster exposure and risk in the World Risk Report 2017. The Philippines also faces rapid urbanization, socio-economic inequality, health issues and climate change-related risks. PRC targets the most vulnerable of the Philippines’ more than 106 million people affected by natural or man-made disasters. PRC responses aim to not only alleviate suffering during emergencies but also to build
community resilience of the local capacities to prepare for and respond to disasters and uplift dignity of the most vulnerable.

This operational plan outlines the outcomes that IFRC Philippines aims to achieve in collaboration with the PRC during 2019 and forward into 2020. The outcomes are part of a coherent and coordinated approach of IFRC support to National Societies worldwide.

**Spotlight On Mindanao growth plan**

Conflicts have had significant impacts on some of the most vulnerable communities, not least in the southern island of Mindanao, which is also highly vulnerable to recurring natural disasters. Thousands of families have found themselves in a cycle of displacement due to decades-long conflicts, as exemplified by the most recent one in Marawi City. This chronic situation has resulted in generally lower human development indicators for Mindanao in health, nutrition, education, and economy, compared to other parts of the country.

IFRC Philippines plans to support PRC’s initiative of developing a roadmap for operationalizing the One Red Cross Strategic Plan for Mindanao. The strategy involves creating opportunities for disenfranchised and marginalized young people, helping put an end to the cycle of poverty and violence. PRC also aims to develop local chapters in the region to become strong and vibrant parts of a dynamic and cohesive civil society, capable of building hope through education, economic development and civil discourse. PRC plans to build on and utilize this social capital to gather support and ensure a strong presence and base for the Red Cross Movement in Mindanao, and helping local communities build their resilience.
AREAS OF FOCUS

50,000
PEOPLE TO BE MADE RESILIENT AGAINST DISASTERS

10,000
PEOPLE WILL RECEIVE SHELTER SUPPORT AND SERVICES

15,000
PEOPLE WILL GAIN LIVELIHOOD SUPPORT

40,000
PEOPLE WILL BENEFIT FROM HEALTH SERVICES, INCLUDING PSYCHO-SOCIAL SUPPORT

36,000
PEOPLE WILL ACCESS CLEAN WATER, SANITATION AND HYGIENE PROMOTION

90,000
PEOPLE TO BENEFIT FROM GENDER-SENSITIVE AND INCLUSIVE PROGRAMMES AND SPACES

150,000
PEOPLE ON THE MOVE WILL ACCESS NUMEROUS SERVICES

AREA OF FOCUS
DISASTER RISK REDUCTION
DRR

AREA OF FOCUS
HEALTH

AREA OF FOCUS
WATER, SANITATION AND HYGIENE (WASH)

AREA OF FOCUS
PROTECTION, GENDER AND INCLUSION

AREA OF FOCUS
MIGRATION

AREA OF FOCUS
LIVELIHOODS AND BASIC NEEDS

AREA OF FOCUS
SHELTER
STRATEGIES FOR IMPLEMENTATION

- STRENGTHEN NATIONAL SOCIETY CAPACITIES
- ENSURE EFFECTIVE INTERNATIONAL DISASTER MANAGEMENT
- INFLUENCE OTHERS AS A LEADING STRATEGIC PARTNER
- ENSURE A STRONG IFRC
AREA OF FOCUS

DISASTER RISK REDUCTION

The IFRC is supporting the PRC in intensifying efforts to develop risk-informed communities.

The IFRC is also drumming up its support to PRC’s regular programming on disaster risk reduction and management (DRRM), focusing on some of the most vulnerable and at-risk urban and rural communities in the Philippines. The IFRC will support the PRC with readiness planning for urban disasters, which require higher coordination with multiple stakeholders, focusing particularly for the predicted mega-earthquake in Metro Manila.

Poor and vulnerable communities in the Philippines are the most affected by disasters. The Philippines is highly exposed to natural hazards, such as typhoons, floods, and earthquakes, often resulting in loss of lives, property, and incomes. The country ranks 3rd among 171 countries with the highest disaster risks, according to the World Risk Index 2017.

Together with the PRC, IFRC is working with local community leaders and other stakeholders through the implementation of community-based DRRM programs. It is also preparing and updating multi-sectoral disaster preparedness and contingency plans through the implementation of the PRC Contingency Planning Guide for chapters and communities. Mechanisms for forecast-based early action and financing for preparedness and response to climate-related risks and disasters are also being improved, as well as the systematic inclusion of partnership with children and youth in all phases of DRRM. The IFRC is also helping the PRC in integrating disaster risk reduction into disaster preparedness planning, ensuring comprehensive and accessible service and referral mechanisms to promote the specific needs of women and girls, children and youth, older persons, persons with disabilities, displaced persons and other at-risk populations, including prevention of and response to gender-based violence. Systematic engagement with the private sector is being developed in the preparedness phase towards effective public-private cooperation in response, recovery, and to “Build Back Better.”

OUTCOME

COMMUNITIES IN HIGH-RISK AREAS ARE PREPARED FOR AND ABLE TO RESPOND TO DISASTERS

PEOPLE TO BE REACHED

50,000

COMMUNITY CONTINGENCY PLANS TO BE PUT IN PLACE

5

700,000 SWISS FRANS SOUGHT
AREA OF FOCUS

SHELTER

The IFRC is supporting the PRC in managing effective and sustainable shelter assistance.

IFRC is supporting the PRC in improving the shelter condition of the most vulnerable toward building more resilient communities and linking short-term humanitarian assistance to long-term development support. As part of the integrated approach under the Community-based Disaster Risk Management (CBDRM) project, ensuring safer shelters is seen as key to building the resilience of urban communities.

In the Philippines, nearly 2.5 million families or 12% of the population are living in unsafe, unsanitary and unsustainable conditions. Increasingly rapid urbanization not only in Metro Manila but also in other smaller and intermediate cities poses a great challenge to the country in terms of achieving sustainable urban development. People living in informal settlements in both urban and rural areas endure poor living conditions such as cramped living spaces, lack of safe housing and insecure tenure, inadequate access to basic services such as electricity, water and sanitation, and increased exposure to health risks. Moreover, access to safe shelter is one of the most immediate needs of disaster-affected communities.

IFRC will continue to support the PRC in promoting safe shelter awareness and climate change risk awareness through the Participatory Approach on Safer Shelter Awareness (PASSA) for Youth initiative piloted in 2016. In the face of a complicated land tenure system in the Philippines that covers private property rights and communal ancestral domain rights, and formal and informal rights, the IFRC is helping the PRC in developing a Housing, Land and Property Strategy which utilizes a human rights lens and aims to overcome regulatory barriers to emergency and recovery shelter and settlements programming, and will be integrated into its shelter and settlements programming.

IFRC will also continue to support the PRC in its advocacy efforts and bid to become a center of excellence in urban preparedness and response. It will also continue to co-lead the Inter-Agency Standing Committee Shelter Cluster in coordination with humanitarian partners and the Department of Social Welfare and Development in preparedness and response activities, as well as keep hosting the regional shelter and settlements position based in Manila.

OUTCOME

COMMUNITIES IN DISASTER AND CRISIS-AFFECTED AREAS STRENGTHEN THEIR SAFETY, WELL-BEING AND LONGER-TERM RECOVERY THROUGH SHELTER AND SETTLEMENTS SOLUTIONS

PEOPLE TO BE REACHED

10,000

190,000 SWISS FRANCS SOUGHT
AREA OF FOCUS

LIVELIHOODS AND BASIC NEEDS

The IFRC is supporting livelihoods initiatives that are part of PRC’s disaster preparedness and response activities.

Livelihood interventions aim to support families become more economically secure and better prepared to withstand shocks and disasters, improving community resilience. Livelihood programming will incorporate community priorities and skills to ensure sustainability, while programs will also be coordinated with government agencies as partners in developing skills and improving marketability. IFRC will support vocational learning for selected members of communities, wider community-based projects, community awareness for livelihoods strengthening and protection, as well as dissemination of climate information. Furthermore, as part of the Community-based Disaster Risk Management (CBDRM) project, ensuring sustainable livelihoods is considered as key to building the resilience of urban communities.

In most cases, PRC livelihood interventions target families in the agriculture sector. Agriculture, which is made up of four sub-sectors—crops, livestock, poultry and fisheries; is the main source of livelihood for 27% of the labor force in the Philippines and contributes about 9% of the GDP. Farming and fishing households, however, face food insecurity due to natural disasters such as droughts, floods and typhoons, and are also threatened by climate change.

Climate-smart livelihood interventions will be developed, including the use of drought/flood-resistant seeds, livelihood diversification and other climate-smart components. Climate-smart interventions will for example support communities to adopt agricultural practices more appropriate to prevailing conditions, reducing the risk of crop loss and enhancing production. Communities will be encouraged to explore alternative and diverse opportunities to develop income streams building on local resources and skills to reduce reliance to single sources of income, particularly agriculture.

While the Philippines is one of the most disaster-prone countries in the world, it is also one of the most advanced countries in implementing the shift from a reactive emergency response to a proactive risk reduction approach. The IFRC will continue to support the PRC in its disaster preparedness and response activities in support of livelihoods, including the continuation of the Cash Preparedness Initiative to build capacity for the delivery of cash assistance at scale.
AREA OF FOCUS

HEALTH

The IFRC is supporting the PRC’s various health initiatives and services, particularly for the most vulnerable.

In line with its four-year strategic plan, PRC will continue to implement community-based health and first-aid programs, focused on violence prevention and response; non-communicable diseases; reproductive, maternal, newborn, child, and adolescent health; healthy ageing; primary healthcare and health in disasters and emergencies, with support from IFRC.

IFRC will continue to support PRC response to epidemics and disease outbreak; in strengthening community-based disease surveillance; provision of psychosocial support and care to caregivers; and resource mobilization and rehabilitation and equipping of barangay health stations based on Department of Health and WHO standards. IFRC is also assisting PRC to continue to be the leading blood service provider in the country, covering more than 50% of the country’s overall blood requirements through its active network of donors.

Health issues in the Philippines are further complicated by poverty, frequent exposure to complex disasters, inaccessibility of health service markets, and socio-economic inequality. The National Health Insurance Program covers only 66% of the population. Maternal mortality rate in the Philippines, at 114 per 100,000 live births, fell well short of the MDG target of 52 per 100,000 live births. Further, sub-optimal vaccination coverage puts communities at risk. Vaccination rate continues to deteriorate. Outbreaks such as leptospirosis, dengue, and measles are also increasing public health expenditures, which make the health scenario complex in the country. The country continues to battle communicable diseases (HIV and TB), non-communicable diseases (diabetes, hypertension and cardio vascular diseases) and neglected tropical diseases (dengue, leptospirosis and schistosomiasis). A major concern is that HIV prevalence, while low, is trending upwards, which is unique in the Asia Pacific.

The IFRC will also support PRC in scaling up interventions such as the HIV/AIDS and Substance Abuse Prevention (HASAP) project and Minimum Initial Service Package (MISP) for Reproductive Health in Crisis Situations, to reach the most marginalized population with quality services.

OUTCOME

VULNERABLE PEOPLE’S HEALTH AND DIGNITY ARE IMPROVED THROUGH INCREASED ACCESS TO APPROPRIATE HEALTH SERVICES IN THE PHILIPPINES
AREA OF FOCUS

WATER, SANITATION, AND HYGIENE

The IFRC is supporting the PRC in providing better water, sanitation, and hygiene interventions to communities.

IFRC will continue to support PRC in implementing community-based programs using Participatory Hygiene and Sanitation Transformation (PHAST) and Child Hygiene and Sanitation Training (CHAST) approaches. Basic and advanced WASH trainings will be organized to enhance PRC’s capacity to deliver services to disaster-affected communities including providing safe water and appropriate sanitation facilities and promoting hygiene practices. An evaluation of the impact of previous PHAST projects will be conducted, with results used to improve current and future programs. IFRC will support PRC in innovative projects such as the use of bio-digesters.

More than 9 million Filipinos rely on unsafe and unsustainable water sources and as a result spend significant time and energy collecting water. While 19 million lack access to appropriate sanitation facilities, with many resorting to open defecation. Unsafe water and open defecation are major contributors to the risk of diarrhea, cholera, and other waterborne diseases; intestinal worm infections; malnutrition and stunting of children. Diarrhea rates as the third leading cause of child illness and the fourth leading cause of death among children less than five years.

PEOPLE TO BE REACHED

36,000

VULNERABLE PEOPLE HAVE INCREASED ACCESS TO APPROPRIATE AND SUSTAINABLE WATER, SANITATION AND HYGIENE SERVICES IN THE PHILIPPINES
AREA OF FOCUS

PROTECTION, GENDER, AND INCLUSION

The IFRC supports PRC to include protection, gender, and inclusion activities in all projects.

Protection, Gender and Inclusion (PGI) is IFRC’s cross cutting approach to ensure the dignity, access, participation and safety for all individuals across all activities and programming. It is based on a thorough and ongoing analysis of how people’s gender, disability, age and other diversity factors affect their vulnerability to harm before, during and after a disaster. Building on the work done in gender and diversity mainstreaming in 2018, the common thread of all the work planned in 2019 and 2020 is especially focused at engaging with those people who face risks of marginalisation, inequality and violence through addressing issues of exclusion, discrimination and inequity through:

1. Greater emphasis on stand-alone protection areas including anti-trafficking assessments, piloting projects to protect adolescent girls on the move from sexual gender-based violence and upholding of sexual and reproductive health rights and services during emergencies. In complex humanitarian settings, IFRC is aiming to increase local capacities to implement community-based protection assessments to identify context specific protection concerns, risks and needs of girls, boys, women and men and analyse its intersection with other diversity conditions.

2. Inclusive and protective disaster response operations based on a gender and diversity analysis. IFRC’s revised Minimum Standard Commitments to Protection, Gender and Inclusion in Emergency Programming which includes establishing and strengthening referral pathways and ensuring access to multi-sector response services will be disseminated and integrated into trainings for surge capacity as well as PGI integration in emergencies.
3. Encouraging local, evidence-based solutions using research and best practice approaches to advance gender equality and inclusion within the protection framework. Inclusion of people with disabilities as well as sexual and gender minorities in all aspects of our programmes remains a priority and an imperative for the region.

4. Improvements in Sex, Age and Disability Disaggregated data collection and analysis through existing data collection mechanisms, enabling research and new learning content and tools needed for staff and volunteers to specifically address inclusion of people with disabilities and gender and sexual minorities in the different settings where we are operating.

The inclusion of women, children, people with disability, and marginalized groups in community-based response or recovery committees is a cornerstone of PRC programs. Community engagement and accountability will play a key role in ensuring adherence to PGI concepts. The Philippines has ratified the International Convention on the Rights of Persons with Disabilities with a law to protect people with disabilities promulgated in 1992. The Philippines lacks a national child protection monitoring and reporting system. As a result, the number of children at risk, such as victims of abuse, violence and exploitation, remains unknown. The incidence of commercial and online sexual exploitation of children is a growing concern for government and inter-governmental agencies.

PRC’s groundbreaking Protection, Gender and Inclusion (PGI) Unit established in 2017 will continue to be supported; including through implementing the IFRC Minimum Standard Commitments for Gender and Diversity that are being integrated into PRC projects, through chapter-level training programs, etc. Findings and recommendations from the SGBV research will also be incorporated into existing projects with an operational guideline on identification and referral of cases of SGBV in communities under development. Data gathering, production of IEC materials and development of policies will be enhanced.

PEOPLE TO BE REACHED

90,000

OUTCOME

ALL PRC PROGRAMMES ARE PROTECTION-FRIENDLY, GENDER-EQUAL AND INCLUSIVE
AREA OF FOCUS

MIGRATION

The IFRC is supporting the PRC’s work on rights, safety, and protection of Filipino migrant workers.

The IFRC continues to support the PRC’s work with the approximately 11 million Overseas Filipino Workers (OFWs), particularly relating to rights, safety and protection issues. Activities include providing information that bridges gaps, providing connections and working with people displaced due to conflicts or natural disasters. IFRC and the PRC will also scale up its innovative strategy of further developing the Virtual Volunteer application to provide OFWs, their families and communities with essential information and connect them with services in both the host countries and the Philippines.

Millions of Filipino migrants around the globe face several and multi-faceted challenges and threats. These include employer-employee disputes, sickness, injury, accident, cultural conflict, natural disasters, epidemics, involvement in or accusation of crimes, physical, verbal or sexual abuse, employment contract violations, company closures, retrenchments, incidences of runaways, illegal recruitment, trafficking, irregular migration and deportation. Lack of access to information and support mechanisms further complicates the situation of migrants on destination countries and across the mobility continuum.

PRC focuses on the most direct problems and provides interventions for registration, restoring family links, protection, first aid, food and water services. Further, the PRC with support from the IFRC has been extensively working on Health in Migration and Displacement. In 2019, the PRC will also focus on internal migration and displacement due to peace and order, socio-economic conditions and natural disasters, all of which contribute to increased urbanization.

OUTCOME

MIGRATION IS MADE SAFER ACROSS THE MOBILITY CONTINUUM
(ORIGIN, TRANSIT AND DESTINATION)
Evidence-based reports and findings have identified a need to strengthen the National Society, which will enable the PRC to expand the scale, quality and impact in the delivery of their work.

The IFRC, in coordination with other Movement partners, will invest in:

1. **PRC institutional development**
   - Supporting its 104 chapters by building a robust organizational foundation, sustained capacity and greater accountability to partners and community
   - Enhancing its disaster response capacity, e.g. through the RedReady initiative, by providing technical support in DRR, preparedness, and mitigation; improvement of disaster management procedures, tools, guidelines and manuals; training of volunteers for emergencies and rehabilitation/recovery period through the Red Cross Action Team program; and developing the workplan for the Preparedness for Effective Response
• Strengthening PRC’s planning and design processes and systems by updating assessment tools and information management systems
• Supporting PRC’s utilization and roll-out of the integrated Finance and Human Resource Information System, allowing real-time monitoring of chapter transactions and quick, reliable and accurate analyses
• Strengthening PRC’s resource mobilization and innovations in fund-raising
• Continuing the logistics development program including for fleet, warehousing, procurement and policy development
• Developing chapter emergency preparedness and response capacities through carrying out Planning, Monitoring, Evaluation and Reporting in all 104 Chapters, with the goal of having most chapters become “well-functioning” by 2020 so that in times of emergencies the delivery to the vulnerable communities can be done most effectively and efficiently

2. PRC outreach programs

• Supporting the PRC volunteer initiatives, Red Cross 143 initiative and the Youth and Volunteer development programs, as entry point for the 1 Billion Coalition for Resilience
• Aiming to build an 85,000-strong youth capacity for effective and efficient delivery of PRC services
• Partnering with the Department of Education to form PRC youth councils in 48,000 educational facilities that will mobilize, train and build a vast network of volunteers around the country. The program also aims to improve engagement and retention of youth and volunteers.
• Assist the PRC in sharing information on and provision of training on soon-to-be-completed National Disaster Response Team (NDRT) Minimum Standards and harmonized NDRT curriculum

CAPACITY BUILDING AND ORGANIZATIONAL DEVELOPMENT OBJECTIVES ARE FACILITATED TO ENSURE THAT NATIONAL SOCIETIES HAVE THE NECESSARY LEGAL, ETHICAL, AND FINANCIAL FOUNDATIONS, SYSTEMS AND STRUCTURES, COMPETENCES AND CAPACITIES TO PLAN AND PERFORM

NATIONAL SOCIETIES DEVELOP DEEPLY SHARED IDENTITIES AND IMPROVED INTERNAL AND EXTERNAL COMMUNICATION

THE FEDERATION NETWORK BENEFITS FROM ITS WEALTH OF EXPERIENCE AND EXPERTISE, A SHARED CULTURE OF INNOVATION, LEARNING AND BUILDING ON PRACTICES AND ANALYSIS
Even with its vast experience in working with international partners and external actors, PRC will benefit from continuing to update and strengthen international disaster management response.

Key activities IFRC will support relate to:

1. Institutional Development

- Work with the PRC on the Business Continuity Plan, emphasizing and identifying processes to quickly recover critical business functions and processes in an event of emergency; and the Readiness Plan, which is the strategy for emergency response, including plans and protocols for identifying the action plans, the available tools, and the mobilization of resources in the event of emergencies
- Strengthening data management with PRC
- Institutionalization of community engagement and accountability in emergency response and longer-term development programming
- Developing technical capacities and expertise through RDRT and other surge tools
2. Coordination with Other Agencies

- Using the IFRC emergency operations framework, continue the mobilization and coordination in international disaster response in accordance with the Principles and Rules for Red Cross and Red Crescent Humanitarian Assistance
- Facilitate sessions on the Principles and Rules for Humanitarian Assistance and IFRC response system to external humanitarian actors, governments and other stakeholders to increase knowledge and understanding
- With the PRC, contribute to the overall humanitarian sectors’ contingency planning and simulation exercises as members of the Humanitarian Country Team, participants in the Inter-Agency Standing Committee (IASC) Clusters and lead agency for the IASC Shelter Cluster
- Continue to support the PRC in engaging with their domestic military forces in disaster preparedness and response in line with the Movement policy framework on civil-military relations and according to the priorities of the “Asia Pacific Roadmap on Civil-Military Relations”
- Support coordination and cooperation among Red Cross Red Crescent partners through Strengthening Movement Cooperation and Coordination, as well as with those external to the Movement
STRATEGY FOR IMPLEMENTATION

INFLUENCE OTHERS AS A LEADING STRATEGIC PARTNER

Considering the wide humanitarian network globally, the IFRC’s ability to position itself as a critical strategic partner is crucial. With this strategy for implementation, the IFRC will:

1. Knowledge Sharing

- Work with the PRC and Movement partners to develop a system to collect and disseminate information from projects carried out by the whole Movement for strengthened evidence-based information dissemination and programming design
- Through the IFRC Disaster Law Program, support the PRC in strengthening its advocacy skills and understanding of the policy environment for resilience, leading others as effective agents of social change

2. Expanding PRC’s Network

- Use the One Billion Coalition for all youth, volunteers, and beneficiaries under the banner "Making local resilience count"
- Continue to build strong links with regional media, as well as support the PRC to strengthen engagement with local media for visibility and advocacies
- Continue to support the National Society’s engagement, coordination and participation to events related to the Asian Ministerial Conference on Disaster Risk Reduction and the Disaster Risk Management Reference Center
• Together with the PRC, build strong partnerships with existing or new partners such as the Asian Development Bank and national universities
• Support the PRC in generating funds for sustainability purposes, through the launch of a digital donation platform which aims to reach millions of people inside and outside the Philippines.

3. One Red Cross Mindanao Strategic Plan

• Aligning with relevant strategic frameworks to ensure harmonized efforts and complementary approaches that help local communities build their resilience
• Creating opportunities for disenfranchised and marginalized young people
• Helping put an end to the cycle of poverty and violence in Mindanao
• Developing local chapters in the region to become strong and vibrant parts of a dynamic and cohesive civil society, capable of building hope through education, economic development and civil discourse
• Building on and utilizing social capital to gather support and ensure a strong presence and base for the Red Cross Movement in Mindanao
• Developing partnerships with government, international and local stakeholders
• Coordination with Movement and non-Movement actors and other stakeholders ensuring interventions target the most immediate needs and provide the best solutions to vulnerable communities

THE IFRC SECRETARIAT, TOGETHER WITH NATIONAL SOCIETIES USES THEIR POSITION TO INFLUENCE DECISIONS AT LOCAL, NATIONAL AND INTERNATIONAL LEVELS THAT AFFECT THE MOST VULNERABLE

THE PROGRAMMATIC REACH OF THE NATIONAL SOCIETIES AND THE IFRC IS EXPANDED
ENSURE A STRONG IFRC

IFRC will reinforce its institutional commitment to:

1. Compliance with highest accountability standards to all relevant stakeholders through a wide-scoped framework and tools that include code of conduct, principle and rules for humanitarian assistance, audited reports of expenditures and a wide-ranging monitoring and evaluation methodologies.

2. Amenability to key management performance indicators, a results-based approach for all work outlined in long-term plans and emergency operations. All activities via IFRC are monitored through a detailed measurement system with indicators at different levels to track performance.

3. Full adherence to IFRC’s Fraud and Corruption Prevention and Control policy and facilitate effective risk management and the development of a culture of transparency as part of a robust framework that contributes to sound management practices.

4. Strict concession to IFRC’s Prevention of Sexual Exploitation and Abuse policy that ensures every necessary step is taken to prevent sexual exploitation and abuse by IFRC Personnel and to respond adequately to those incidents it cannot prevent. The policy prioritises the well-being of the survivor and accountability and integrity of IFRC’s engagement with members of local communities.

5. Highest commitment to ensuring a safe working environment and effective human resource management towards greater diversity and gender equality.

THE IFRC ENHANCES ITS EFFECTIVENESS, CREDIBILITY AND ACCOUNTABILITY
Contact information of the IFRC Country office, for partners who wish to find out more

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