

# Plan 2010-2011



International Federation  
of Red Cross and Red Crescent Societies

## Turkmenistan

### Executive summary



Turkmenistan has a highly specialized economy, which largely depends on the export of natural gas, oil and cotton. No recent estimates of poverty levels are available. Rapid economic growth in recent years, and the continuation of subsidies for food, electricity, housing, water and transport, should have improved the average standard of living. However, there is evidence that the availability of these benefits is not always guaranteed. There have been reports of housing and water shortages, for example, poor harvests in recent years are reported to have led to rising flour and bread prices, while the cost of fuel was raised sharply in early 2008 in response to high global energy prices.

The official unemployment rate is zero, as the state guarantees employment for every citizen of the country. Nevertheless, youth unemployment is unofficially reported to be a growing problem.

The country is prone to natural disasters like earthquakes, mudslides, hurricanes, dust storms and floods; hot climate increases the risk of fires and hot waves. It also faces the problem of land desertification, much of it caused by salination of the soil. The desiccation of the Aral Sea poses problems for public health: the quality of drinking water in the Dashoguz region is extremely low and leads to higher than average rates of infant mortality and diseases. The incidence rates of Tuberculosis (TB) and viral hepatitis are high in Turkmenistan.

There is only one HIV case and one death case of AIDS reported in the country. But the fact that there are more than 33,000 drug users officially registered by state health services suggests a possibility of a high number of non-reported HIV cases as injecting drug use is the main way of HIV transmission in other countries of Central Asia.

The Turkmenistan Red Crescent is the longest established humanitarian organization in the country providing needs based services to the most vulnerable communities. The Red Crescent Society is recognized as a unique public organization that carries out its activities based on the Fundamental Principles of the International Red Cross and Red Crescent Movement. Acting as auxiliary to the public authorities in the humanitarian field, the National Society has been making a difference to people's lives through preventive campaigns and support in health and care, disaster risk mitigation and response operations, tracing services and the promotion of humanitarian values.

The goal of the Red Crescent Society – as stated in its current strategy – is to decrease the vulnerability of the population of Turkmenistan through effective humanitarian action and strengthened capacity of the Red Crescent in building a well-functioning National Society. The National Society programming in the coming two years will address the vulnerabilities arising from health and disaster risks, stigma and discriminative attitudes and progress towards a well-functioning organization. The Turkmenistan Red Crescent partners include the Organization for Security and Co-operation in Europe (OSCE), the Netherlands Red Cross Society, the Red Crescent Society of the United Arab Emirates,

the International Committee of the Red Cross (ICRC) and the International Federation of Red Cross and Red Crescent Societies.

The International Federation secretariat's key areas of support to the Turkmenistan Red Crescent in 2010-2011 will include health and care, disaster management, principles and values and National Society capacity-building. This is in line with the Global Agenda goals to reduce the number of deaths, injuries, and impact from disasters; to reduce the number of deaths, illnesses and impact from diseases and public health emergencies; to increase local community, civil society and Red Cross Red Crescent capacity to address the most urgent situations of vulnerability; and to reduce intolerance, discrimination and social exclusion and promote respect for diversity and human dignity. The main outcomes to be achieved will be:

- reduced vulnerability of communities in disaster-prone areas of the country (community preparedness and risk reduction);
- strengthened capacity of the National Society in disaster preparedness and response (including planning and recovery);
- reduced vulnerability of communities to HIV, drug abuse and Tuberculosis and their impact, as well as to most common diseases and trauma;
- enhanced ability of the communities to oppose discrimination, intolerance and violence (including sexual and gender-based) and to promote respect for diversity;
- increased National Society capacity in effective governance and management, human resources and financial management, improved volunteer capacity; and developed Red Crescent law;
- the International Red Cross and Red Crescent Movement's Fundamental Principles and humanitarian values are promoted.

Targeted people directly benefiting from the programmes will be those most vulnerable to disaster risks and illnesses (including key populations at higher risk of HIV), stigma, discrimination and violence; Red Crescent volunteers and the general public.

The total 2010-2011 budget is CHF 2,379,411 (USD 2,306,125 or EUR 1,565,652).

[Click here to go directly to the summary budget of the plan.](#)

## Country context

Turkmenistan is located in Central Asia and borders with Afghanistan, Iran, Kazakhstan, Uzbekistan and the Caspian Sea. Its territory is 488,100 square kilometers, of which approximately 80 per cent is desert. Because the Amu Darya, Central Asia's longest river, and the Tedjen are on Turkmenistan's borders, just 3.5 per cent of the country is classified as arable land. It has a subtropical desert climate, with hot, dry summers and mild, dry winters.

Ashgabat is the capital of Turkmenistan located in the southern part of the country. The country is divided into five administrative regions (*velayats*): Ahal, Balkan, Lebap, Mary and Dashoguz each consisting of several districts (*etraps*). The main port is Turkmenbashi on the Caspian Sea.

According to government statistics, the population of Turkmenistan is 6.7 million (2006). Of the total population, 47.4 per cent live in urban areas.

Turkmenistan declared its independence in October 1991 and following the dissolution of the Soviet Union it became the member of the Commonwealth of Independent States. In December 1995 the UN General Assembly adopted a resolution on the status of permanent neutrality of Turkmenistan, which has become the guiding principle of Turkmenistan's foreign policy.

Turkmenistan has a highly specialized economy, which largely depends on the export of natural gas, oil and cotton. The country is a major exporter of natural gas, oil and oil products, and electricity. The

agricultural sector is the largest employer, engaging about 50 per cent of the workforce, followed by industry, with about 12 per cent<sup>1</sup>.

No recent estimates of poverty levels are available. Rapid economic growth in recent years, and the continuation of subsidies for food, electricity, housing, water and transport, should have improved the average standard of living. However, there is evidence that the availability of these benefits is not always guaranteed. There have been reports of housing and water shortages, for example, poor harvests in recent years are reported to have led to rising flour and bread prices, while the cost of fuel was raised sharply in early 2008 in response to high global energy prices.

Data on unemployment are not readily available, but the official rate is zero, as the state guarantees employment for every citizen of Turkmenistan. Nevertheless, youth unemployment is unofficially reported to be a growing problem.

The Human Development Index (HDI) 2006 for Turkmenistan is 0.728, which gives the country a rank of 108<sup>th</sup> out of 179 countries with data.

Development indicators		TURKMENISTAN	
GDP per capita (PPP USD)	4,826	Life expectancy at birth	62.8
HDI value	0.728	Adult literacy rate (% ages 15 and older)	99.5

The country is prone to earthquakes: a major quake in 1948 destroyed Ashgabat and killed as many as 180,000 people according to official estimates. The seismic services of the country record up to 3,000 underground tremors of different intensity annually.

Geographical location of the country at the interface of young mountains of the Kopet-Dag range and vast sands of the Karakum desert explains severe mud flows, hurricanes and dust storms. Hot climate increases the risk of fires and hot waves as the temperature usually reaches 40-42 degrees in July, the picks of 47-50 degrees were recorded in the past. Another type of disaster common for the country is floods.

Intensive agricultural practices, year-round pasturing of animals and the lack of an effective system of crop rotation have led to the contamination of the soil and groundwater through the overuse of chemical fertilisers and pesticides. The rate of desertification, much of it caused by salination of the soil, is one of the most rapid in the world. The UN has estimated that about 96 per cent of Turkmenistan's irrigated cropland is affected by salination, compared with an average of 48 per cent across central Asia.

The desiccation of the Aral Sea poses problems for public health: the quality of drinking water in the Dashoguz region in northern Turkmenistan is extremely low, leading to higher than average rates of infant mortality and diseases such as hepatitis.

The incidence rates of TB and viral hepatitis are high. In 2008, 65.5 new Tuberculosis cases per 100,000 were reported. The mortality of TB is reported at 7.3 per 100,000 population in 2008 according to the Ministry of Health.

Official statistics on HIV are quite poor and seem to be unrealistic; there is only one HIV case and one death case of AIDS reported in the country. On the other hand, the number of drug users is growing and nowadays more than 33,000 people are officially registered by the relevant health services. This fact suggests a possibility of a high number of non-reported HIV cases in Turkmenistan, as injecting drug use is the main way of HIV transmission in other countries of Central Asia.

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<sup>1</sup> Source used here and further: Economist Intelligence Unit.

There are no national data available for the under-five mortality rate and difficulties in accurately measuring mothers' mortality rate. The data as old as 1996s suggested possible signs of deterioration rather than improvement comparing with 1990s. Based on the experience of the Turkmenistan Red Crescent Society's safe motherhood programme 95 per cent of pregnant women have different levels of anaemia and 45 per cent have different diseases.

## National Society priorities and current work with partners

The Turkmenistan Red Crescent Society has a long history of cooperation with the local authorities and governmental ministries. The key ministries are defence, health, social welfare, justice, interior and education ministries (and their structures at regional and local level). Coordination of the National Society's work in communities with state bodies helps to achieve a good level of complementarity, increases the likelihood of support and promotes an understanding of the role of the Red Crescent. However, the near future holds little perspective of financial support from the government.

The Red Crescent Society comes up to disaster response, preparedness and risk reduction with the aim of achieving a holistic approach to disaster management. This is in line with the National Society strategy for 2007-2010. The Red Crescent works in close collaboration with the State Commission on Emergency Situations. A Ministry of Emergencies will be established in Turkmenistan in 2010. The National Society, being a member of the State Commission on Emergency Response, plans to conclude a long-term agreement on emergency preparedness and response with the new government body.

The International Federation has been supporting the Turkmenistan Red Crescent to build its institutional capacity to meet the society's disaster management obligations as well as its community-based initiatives in the most vulnerable communities, including mitigation and public awareness. These two main directions will continue. The partners contributing to the International Federation's annual plan are the Norwegian and Swedish Red Cross Societies. Community-based work of the National Society in rural areas and youth preparedness are also supported bi-laterally by the Netherlands Red Cross; a project with a focus on earthquake preparedness for schoolchildren in cooperation with UNDP is also planned for 2010. The Red Crescent Society of the United Arab Emirates has been providing assistance in terms of the National Society logistics capacity-building, namely supporting the upgrade of the National Society's central warehouse in Ashgabat. The awareness of climatic change is raised in cooperation with the Red Cross Red Crescent Climate Centre.

Despite the progress in the Red Crescent response capacity-building the needs remain, for instance, in developing the skills of the disaster response teams and equipping them with necessary tools including transport and communications means or in development of the coordination mechanisms with partners for the more effective and relevant disaster response. The key areas of recovery require even more attention. This includes increased capacity in livelihoods, shelter, public health in emergencies, water and sanitation. The National Society will also consider smoother and more effective approaches to early recovery so that communities are assisted in effectively restoring or improving their pre-disaster conditions. This approach links relief, recovery and development. The Red Crescent will need the support of the International Federation secretariat to address those capacity-building needs in the coming years. Besides, special attention should be paid to the promotion and dissemination of the International Disaster Response Laws (IDRL).

The main components of the Turkmenistan Red Crescent's health and care programme are HIV and TB prevention and community-based health and first aid (CBHFA), including safe motherhood with an emphasis on rural areas. This is in line with the National Society strategy and the International Federation's health and care strategy. Considering the existing needs in the country work in these directions will continue. The National Society has always included the drug abuse prevention elements in its community-based health but has expanded the activities in this area linking more closely with HIV.

The funding for the health and care programme of the National Society is channeled through the International Federation's annual plans multilaterally. The partner National Society currently supporting the Turkmenistan Red Crescent HIV and TB prevention within the framework of the plan is the British Red Cross. The community-based health and first-aid activities are supported by the Finnish and British

Red Cross, also multilaterally. Since 2008 the US State Department has been funding the drug demand reduction in the country through the International Federation. The project is part of the HIV prevention activities and is meant for two years.

The organizational development programme of the National Society is supported by the International Federation with contributions from the Norwegian and Swedish Red Cross Societies, and the Capacity Building Fund to the country plan.

Strengthening the capacity of the Red Crescent Society of Turkmenistan so as to become a well-functioning National Society is part of and a prerequisite to achieving the National Society strategic goal: to reduce the vulnerability of the population through effective humanitarian action. Following the adoption of the new statute dividing governance and management functions the National Society initially planned to start with the implementation of the revised statute in 2008. However, the Red Crescent Society realized that the implementation process implies revision and improvements in human resources management, finance management, planning, monitoring and evaluation. These areas are addressed in 2009 through close work with National Society leadership, consultancies and capacity-building of the finance and programme staff. It also expected that by mid 2009 the National Society will appoint a director general and will proceed with elections to the governing boards at national and branch levels. The National Society intends to complete the statute implementation by the end of 2010. The National Society also gives priority to development and promotion of volunteering as the National Society believes in further employment of volunteers as staff members.

A new chairperson was selected at the Turkmenistan Red Crescent Society extraordinary congress in January 2009. The new leader supports the initiatives started earlier in the National Society and is willing to reinforce the work in the areas of human resources management, finance development, and establishing effective communication between the governance and management structures. The regional representation is currently designing the framework on leadership development and National Society international responsibilities for the new chairperson that will be followed by experience exchange practice in 2009.

Under the guidance of the British Red Cross the Turkmenistan Red Crescent developed a concept of organisational development services in 2008 that includes the enhancement of current services (policies, strategies and structures development) and introduces new approaches that will be further explored in the coming period. For instance, strengthening programme monitoring and evaluation will be among major responsibilities of the National Society's organizational development department.

The adoption of the Red Crescent Law has become another priority for the National Society to strengthen its position and image in the country and help with resource mobilization (benefits, tax exemptions).

Developing the capacity to promote the fundamental principles and humanitarian values so as to prevent discrimination and stigma is one of the objectives set by the National Society's strategy. The principles and values programme is implemented in partnership with the International Federation. This function in the Red Crescent Society is combined with the communications function. The focus here is on attracting volunteers and raising the image of the National Society in front of the public and organizations. Information campaigns facilitate the protection of the Red Cross Red Crescent emblem in cooperation with the government. Communication tools, used by the programme, are also applied to improve internal communication.

The programme work is also closely linked with the dissemination of the International Humanitarian Law (IHL). The ICRC is cooperating with the Turkmenistan Red Crescent in the fields of IHL and the dissemination of fundamental principles, institutional capacity development, tracing and building capacities for assistance to conflict-affected populations. This year the National Society also works in partnership with OSCE on human trafficking prevention by sharing information on the risks and training of trainers for community work.

# Secretariat supported programmes in 2010-2011

## Disaster Management

Emphasis will be placed on developing a culture of prevention, risk-reduction and self-reliance at all levels, particularly in high risk communities. The ability to respond effectively will be based on supporting and building capacities at local level first and foremost, combined with further strengthening preparedness and response mechanisms at national, regional and international level.

### a) The purpose and components of the programme

<b>Programme purpose</b>
To reduce the number of deaths, injuries, and impact from disasters.
The disaster management programme budget is CHF 700,892.

<b>Programme component 1: Disaster management planning</b>
<b>Component outcome 1:</b> Improved ability to predict and plan for disasters to mitigate their impact on vulnerable communities, and respond to and effectively cope with their consequences.

In this component the National Society will update its national disaster response plan, for instance introduce safer access elements in case of a conflict and tracing duties, test the standard operating procedures and make relevant changes. Besides, the five regional disaster response plans will be updated and tested. Introduction of necessary amendments to the Central Asian regional contingency plan and its testing is foreseen. While working on the long-term agreement on emergency preparedness and response with the new emergency ministry, the Red Crescent will clearly identify the role, responsibilities and coordination mechanisms in accordance with the National Society's contingency plan.

<b>Programme component 2: Organizational preparedness</b>
<b>Component outcome 1:</b> Strengthened capacity of the National Society in disaster preparedness and response through increased skills and knowledge of Red Crescent staff and volunteers, strengthened financial and technical resources, effective mechanisms for emergency response and recovery assistance.

To achieve this outcome the National Society will recruit, train, retain and manage a diverse, gender balanced volunteer network, and conduct refresher training for national and regional disaster response teams (DRTs). The Red Crescent will also maintain and seek to expand available material resources (e.g. fleet) to meet their disaster management obligations and replenish the emergency stock.

To ensure improved understanding and application of the International Federation's standardized guidelines for effective response the National Society will regularly participate in the regional disaster management working meetings and get familiarized with up-to-date disaster preparedness/disaster response methodologies, materials and tools, including recovery and climate change.

The National Society will develop improved understanding of climate change risks among Red Crescent staff and volunteers with the aim of integrating it into their programmes and address the related humanitarian impact. Workshops on shelter and relief and/or lessons learnt from possible relief operations will be also arranged for staff incorporating the Sphere standards. Ways to develop an approach and a strategy for the integration of shelter in future National Society activities will be explored. The National Society will continue updating the Europe-wide disaster management database that it became part of in 2008.

A working group comprising representatives of Central Asian National Societies and the International Federation secretariat will work to promote IDRL. Based on the results of the survey on disaster response legal environment in the region, that will be conducted by UN OCHA in 2009, the group will

elaborate a work plan with concrete steps to be taken at country level by all parties involved. The advocacy will primarily target relevant government agencies.

### **Programme component 3: Community preparedness/ Disaster risk reduction**

**Component outcome 1:** Strengthened capacities of communities in disaster-prone areas to respond to future disasters through community-based disaster preparedness and the implementation of mitigation projects.

Under this component the National Society will keep establishing and training local disaster committees that will further work with wider communities to build local disaster response capacities. Schools will continue to be used as access points for disaster preparedness education for youth; volunteer information groups will be formed and information materials disseminated among schoolchildren. The risk of vulnerable communities, including disaster consequences related to climate change, will also be reduced through structure and non-structure small-scale mitigation projects.

### **Programme component 4: Recovery**

**Component outcome 1:** Increased capacity of the National Society to restore or improve pre-disaster living conditions and reduce the risk of future disasters.

The capacity of the National Society to assess the recovery needs, plan and implement quality recovery programming will be improved through training and raised awareness of good practices. In case of response operation the lessons learned will be shared during subsequent working meetings at national or regional level.

#### **b) Profile of target beneficiaries**

The disaster management programme responds to the needs of communities vulnerable to disasters, and its direct beneficiaries are people living in high disaster risk areas, both rural and urban. Among these the priority is given to people who are more vulnerable to disasters due to their social status, age, gender or health condition such as single mothers, housewives, multi-children families, older people living alone, schoolchildren and people with disabilities; and who are not covered by the government disaster preparedness training plans at workplace.

The National Society will establish, train and equip local disaster committees consisting of more than 240 members from communities including volunteers from medical staff, social workers, local authorities, elderly people, and communal service workers, who will further share their knowledge with 30,000 fellow community members. The training for local disaster committees and their communities includes first aid, rules of behaviour in time of a disaster, disaster risk mapping, development of community disaster response plans and simulation exercises. About 6,000 schoolchildren will be targeted at schools and will have the improved skills to cope with disasters as a result. Technical resources and support services will be provided to more than 70,000 people through small-scale risk reduction projects. People from the general population will be targeted through awareness campaigns and information materials. Affected populations will also receive relief items and assistance in rehabilitation during potential response operations.

Red Crescent staff and volunteers (520) are to receive new or refresher training and practical exercises that will develop their professional skills and result in better services to the vulnerable populations. These may include courses in disaster preparedness/ disaster response and first aid, emergency and recovery assessment, shelter, risk mapping and vulnerability and capacity assessment (VCA) at national and at regional level. The disaster response teams will be equipped with communication and transport means. Improved disaster management coordination systems and enhanced response plans will benefit the National Society as an institution.

#### **c) Potential risks and challenges**

Among the factors influencing the successful implementation of the disaster management programme is funding – sufficient and regular financial support is vital to allow longer-term planning. The National Society depends on external support for the programme but funding for disaster management is provided by a limited number of donors and usually on a year by year basis.

Turnover of staff at the headquarters and branch level may be an obstacle in ensuring a flexible but professional human resources base to meet the needs of disaster management.

## Health and Care

### a) The purpose and components of the programme

<b>Programme purpose</b>
To reduce the number of deaths, illnesses and impact from diseases and public health emergencies.
The health and care programme budget is CHF 1,288,931.

<b>Programme component 1: HIV and AIDS</b>
<b>Component outcome 1:</b> Vulnerability to HIV and its impact reduced through preventing further infection and reducing stigma and discrimination.
<b>Component outcome 2:</b> Awareness of the harmful effects of drug use to human health increased and healthy lifestyle promoted.

The main activities under this component will include peer education by Red Crescent volunteers for key populations at a higher risk of infection and awareness-raising among the general population. Education and awareness-raising include sessions and public campaigns on HIV, sexually transmitted infections (STI) and drug and alcohol abuse, the dissemination of information materials, and mass media campaigns.

To prevent drug abuse peer education will be provided by trained Red Crescent staff and volunteers and information campaigns will be arranged. Also, video clips promoting healthy lifestyle will be produced and rotated. The distributed information will link the problem of drug abuse with HIV and Hepatitis.

<b>Programme component 2: Tuberculosis</b>
<b>Component outcome 1:</b> Clients with TB received support from the Red Crescent.
<b>Component outcome 2:</b> TB awareness increased and stigma associated with TB reduced through communication and social mobilisation.
<b>Component outcome 3:</b> Participation of community members in the Red Crescent TB programming increased.

Activities under the TB programme component will aim at improving treatment outcomes by developing treatment adherence. For that purpose Red Crescent visiting nurses will provide education and social support in the form of food parcels and hygiene kits to TB patients and their family members. The programme will also carry out information, education and communication (IEC) activities among the general population to increase TB awareness, promote the Directly Observed Treatment, Short course Strategy (DOTS) and mobilize the community to oppose the epidemic. This may include mass campaigns and TV and radio broadcasts. Community members will be involved as peer and classroom educators.

<b>Programme component 3: Community-based health and first aid</b>
<b>Component outcome 1:</b> Population health improved through diseases prevention, health promotion, trauma reduction and basic first-aid training.

The community-based health and first-aid (CBHFA) activities are focused on populations living in rural areas and aim at improving their health status. The beneficiaries will acquire basic first-aid skills through training and their awareness of the most common diseases and ways to prevent them will be increased through explanatory conversations and information materials provided by the Red Crescent volunteers.

The Red Crescent staff and volunteers will target pregnant women, women of reproductive age, men and schoolchildren, both girls and boys, through information, education and communication (IEC) activities on reproductive health. At schools peer Red Crescent volunteers will be involved in the activities.

## **b) Profile of target beneficiaries**

The **HIV and AIDS** component targets sex workers, injecting drug users (IDUs), military men, schoolchildren aged 15-17 and the general population in Ashgabat, Abadan, Turkmenbashi, Turkmenabat, Mary, Dashoguz and Balkanabat. The total number of people planned to be reached is 45,000. As a result of peer education, trainings and information campaigns, awareness of the beneficiaries on HIV will increase. The most active beneficiaries, i.e. those who are later recruited as Red Crescent peer-educators, will receive incentives such as hygiene items and condoms.

The drug abuse prevention will target in total 16,250 people: 7,650 schoolchildren aged 14-17 years and 8,600 adults. Activities will be implemented in one district of each of the five *velayat* centres: Mary, Dashoguz, Lebap, Akhal and Balkan.

The **TB** prevention will be carried out in Ashgabat, Turkmenabat, Mary, Dashoguz and Tedjen. Social support and education will be provided to 2,600 TB patients and their families on the continuation phase of treatment. The IEC activities will reach 20,000 people from the general population in different organizations and secondary schools.

The support provided by the National Society contributes to decreasing the default rate and to better treatment outcomes in people with TB. Besides, IEC activities improve the population's knowledge about the disease, resulting in timely referral for medical check-up and treatment. Awareness campaigns contribute to the reduction of stigma among the public.

**CBHFA** will be implemented in rural areas of the country, namely in Ahal, Balkan, Lebap, and Mary *velayats*. The programme will provide first-aid training and will disseminate information to 48,000 beneficiaries, including 26,900 schoolchildren and 21,100 community members to help prevent the most common diseases and trauma or trauma complications and to improve reproductive health. Pregnant women will also receive hygiene sets.

## **c) Potential risks and challenges**

Discrepancies in official statistics do not allow getting a real picture of the health situation in the country. Health issues and priorities are considered as similar to those in the neighbouring countries of Central Asia. For the same reason it will be difficult to measure the impact of the programme based on the official data. To overcome this problem, baseline and end-of-year surveys will be carried out.

Inflationary processes and unstable foreign currency exchange rate may result in a lack of funding by increasing the running costs of the programme and diminishing the available funds.

Shortcomings in the implementation of the directly observed treatment short-course strategy at country level and resistance of medical staff may negatively influence the impact of Red Crescent interventions in TB prevention. Inadequate quality of TB medications, shortcomings in TB and HIV registration practices and laboratory control deficiencies affect the results of TB treatment and are out of the Red Crescent control.

## **Organizational Development/Capacity Building**

### **a) The purpose and components of the programme**

<b>Programme purpose</b>
To increase local community, civil society and Red Cross Red Crescent capacity to address the most urgent situations of vulnerability.

The organizational development/capacity building programme budget is CHF 346,477.

**Programme component 1: National Society organizational development and capacity building (headquarters and branches)**

**Component outcome 1:** Governance and management bodies at all levels established; the system of their interrelations established.

**Component outcome 2:** Branch capacity increased through the introduction of human resources management system, improved finance management and the implementation of branch development projects.

**Component outcome 3:** Volunteer capacity improved through relevant training and participation in core activities.

The National Society will hold elections to the branch presidiums (governing boards) and will appoint branch executive directors in 2010. All newly elected and appointed people will need to have induction and further training that will enable them to actively work with the National Society. A consultation will be needed to help National Society develop/adjust the induction course in order to match the needs of the members and staff.

Based on the initial human resources management training and the plan of action developed in 2008, the National Society will proceed with establishing of efficient human resources management system. This will be the comprehensive revision and improvement of existing rules and procedures to establish the system including the whole human resources management cycle and training for the National Society leadership and key managers on headquarters and branch levels.

The National Society leadership expressed strong commitment to improve finance management systems. Based on the commitment an external financial audit will be agreed in the course of consultations between the National Society leadership and the regional representation to be carried out in 2010. Partner National Societies will be also involved into the process already at the level of assessment of current status of the National Society finance management.

In volunteering the National Society will be guided by an idea of a more holistic approach to have a diverse and sufficient network of people through attracting and training new volunteers in accordance with specific needs of programmes carried out at branch or headquarters level.

Young people from vulnerable families will be involved in the National Society activities to prevent them from social isolation. Also, to help young people with disabilities in socialization the National Society will introduce new approaches to work with this group through art-therapy and hippo-therapy. The Red Crescent will also pay attention to gender balance and recruit and involve in programming more female volunteers through youth clubs at regional level.

The experience and knowledge exchange, consultancy support and recent education and information materials will be of great support for the National Society to be up-to-date and to ensure the development of youth and volunteer structures so as to provide better quality services.

**Programme component 2: National Society legal base development**

**Component outcome 1:** Red Crescent Law developed and promoted for adoption.

The development of the Red Crescent Law will involve the study of existing Red Cross Red Crescent laws as examples. In order to draft the law, the National Society will require consultancy support (at local level and from the Movement partners) and the experience of the National Societies that recently adopted the law in promotion of the law and advocacy in front of the government and the parliament to get the law approved. The Red Crescent will also benefit from learning positive changes that the law can bring to the National Society.

## b) Profile of target beneficiaries

The target beneficiaries of the programme are the members, staff and volunteers of the National Society. Among them is a group of newly elected governing board members at the headquarters and branch levels. In total, the estimated number of beneficiaries is 130,000 with approximately 55 per cent of them being women and 45 per cent men.

## c) Potential risks and challenges

Lacking knowledge and experience in practising the new structure (i.e. divided governance and management), the National Society will have many questions in the process of statute implementation. The issues raised will need to be addressed through consultations and if funding is unavailable for that the whole process of division will be under serious threat of suspension. Inner secretariat resources will be explored in case external consultancy visits are unaffordable as well as distance (online) consultancy.

The International Federation has no status agreement in Turkmenistan and this hampers the implementation of the programmes funded through the International Federation secretariat's plan. Currently, the National Society has to register all International Federation-funded programmes with the Ministry of Justice on an annual basis and the process may take up to three months.

The National Society is becoming less attractive for skilled personnel due to low salary levels comparing to other non-governmental organizations, and there exists a risk of losing the staff.

## Principles and Values

### a) The purpose and components of the programme

<b>Programme purpose</b>
To reduce intolerance, discrimination and social exclusion and promote respect for diversity and human dignity.

The principles and values programme budget is CHF 43,110.

<b>Programme component 1: Promotion of humanitarian principles and values</b>
<b>Component outcome 1:</b> Fundamental principles and humanitarian values of the Movement promoted.

The programme will inform the general public about the Movement's components, its principles, values and commitments through public actions conducted by different programmes of the National Society and mass media sources. Links with decision-making bodies, international organisations and other stakeholders will be strengthened through round tables, meetings and joint events raising their awareness on humanitarian principles and values, mission and activities of the Red Crescent, thereby improving the image of the National Society. The new Red Crescent staff and volunteers will receive training in principles and values.

<b>Programme component 2: Anti-discrimination and violence prevention</b>
<b>Component outcome 1:</b> Ability of communities to combat discrimination, intolerance and violence and to promote respect for diversity enhanced.
<b>Component outcome 2:</b> Understanding of the necessity to prevent and fight sexual and gender based violence within the communities increased.

Under this component the programme will raise awareness of the needs of marginalized groups, such as people with TB, vulnerable women and children, blind people with focus in rural areas where their abilities are even more limited; and of the value of respect for diversity and non-discrimination through thematic sessions and public actions organized by National Society programmes. The Red Crescent

will involve representatives of marginalized groups, for instance people with TB, into its activities to decrease their social exclusion and to promote understanding of their situation among government bodies and partners when such activities are carried out in partnerships. Humanitarian values will be integrated in all Red Crescent programming serving different target groups in communities. Gender equity trainings will be carried out for target communities by trained Red Crescent volunteers in the branches by presenting best local practices and case studies.

Depending on the funding perspectives the Turkmenistan Red Crescent might become a member of the Central Asian Red Crescent Labour Migration Network in 2011 and provide social assistance to potential migrants.

### **b) Profile of target beneficiaries**

The principles and values programme targets populations served by National Society programming, partners and the general public. The number of those targeted through media is difficult to calculate; the estimates for two years count 5,600,000 people. About 6,000 people will be reached through thematic sessions on anti-discrimination and respect for diversity for organizations and through information bulletins and annual report of the National Society. Over two years 150 new Red Crescent staff and volunteers will be trained on principles and values.

Gender equity trainings will target women in urban and rural areas. Men and wider public will be covered through public campaigns of the National Society and mass media sources.

### **c) Potential risks and challenges**

Continuous lack of funds remains the main constraint of the principles and values programme. The effects of this can be mitigated by integrating selected activities under other core programmes. Besides, staff turnover at the National Society headquarters and branch levels can affect the implementation. The traditional attitudes accepted in the communities will challenge the component of the principles and values programme related to sexual and gender-based violence. To overcome possible unwillingness of people to openly discuss this sensitive topic and reveal the existing problems will require devotion and consideration from the Red Crescent staff and volunteers.

Migration issues – labour migration, trafficking – are sensitive issues and the ability of the Red Crescent to tackle related vulnerabilities depends a lot on the official position in the country. Therefore, advocacy of social assistance to the affected populations is a driving force to start up the activities and to support the implementation.

## **Role of the secretariat**

### **a) Technical programme support**

The International Federation secretariat's regional representation for Central Asia based in Almaty will provide core membership services and technical and advisory support for the National Society in planning, implementing and monitoring of the programmes, as well as general supervision at the regional level. Under the guidance of the regional representative, the available programme functions within the regional representation reflect the programme structure along the International Federation's Global Agenda goals, namely disaster management, health and care, organizational development and principles and values including migration. The regional disaster management programme is supported by the programme coordinator. The regional representation with support from the Europe zone will intensify efforts on fundraising for the recruitment of a regional disaster management delegate, who should take over further development of the regional disaster management programme and introducing the innovative approaches. The health and care programme will be supported by the health delegate and officer. The organizational development programme will be supported by a regional coordinator. The principles and values programme that includes the migration component will be supported by an information/principles and values coordinator and possibly a migration coordinator. Relevant technical support in shelter, recovery, VCA and IDRL will be requested from the zone and Geneva secretariat. Technical expertise is also required from the zone and Geneva secretariat in the spheres of activities that are new for the National Society. Such areas are anti-trafficking, labour migration, gender and

support in linking with partners within the Movement and outside – with IOM, ILO, European Commission – under the current programming and in case of future applications for additional funding.

The supporting functions of the regional representation like human resources, finance, planning, monitoring, evaluation and reporting (PMER) will be used for the capacity-building initiatives within the regional organizational preparedness programme as well. More attention will be given to improving quality control, effectiveness and accountability for all programmes with technical support on developing relevant tools and mechanisms from PMER focal points at the regional and zone level.

The focus of the organisation development programme will remain on good governance and good management, in addition to developing and strengthening the human resources and finance management. For expertise on these issues, and possibly resource mobilization, a locally/regionally/internationally recruited consultant can be engaged. The main requirements for the consultant will be the knowledge of the local legislation and language skills.

Still a big constraint for the National Society remains the lack of English language skills for the majority of the leadership and senior programme staff, precluding access to materials in English and participation in international meetings. All regional programme and technical staff working with the National Society are Russian/ English speaking, which allows regular and accurate communication and work. The regional representation will ensure that the most important materials and documents have been translated into Russian working in cooperation with other regional or country representations from Europe zone operating in Russian.

#### **b) Partnership development and coordination**

The Turkmenistan Red Crescent Society relies on international support for its programming and largely this support is coming from the Movement. The significant local support exists on the level of good relationships with the local authorities in the areas where the National Society branches implement the programmes. The planned work in the area of disaster preparedness and in particular on IDRL has the potential to improve the quality of coordination with the national government in the area of disaster response at all levels as well as with other partners – also in terms of inter-agency contingency planning.

In the area of capacity development the Movement partners (the British Red Cross and the ICRC) have been active contributing towards human resources development. Participating National Societies already working bilaterally with the Turkmenistan Red Crescent will be involved in discussions on the plan of action on financial development and will be requested to contribute funding to future finance management development. The regional representation will also seek funding from sources like the Capacity Building Fund and involve external partners to support organizational development initiatives. The National Society itself will be encouraged to raise funds for an external audit's expenses.

The strategy of the National Society for 2007–2010 prioritizes international cooperation and the creation of an effective mechanism of coordination of the humanitarian assistance to people in need. Taking into account that the strategy also highlights attracting and retaining the partners, further work has to be done to ensure efficient coordination of partners' support starting already at the planning stage.

The majority of the National Society's partners have their own partnership strategies or guidelines that to some extent contribute to building capacities of the Turkmenistan Red Crescent. The existing Memorandum of Understanding between the Turkmenistan Red Crescent, ICRC, the International Federation secretariat and the Spanish Red Cross on cooperation in supporting the development of the National Society and strengthening its capacity to effectively deliver quality programmes and services has been and will continue to serve as a basis to build on and improve cooperation and coordination among partners.

Coordination and cooperation between the International Federation's regional representation and the regional ICRC delegation has strengthened over the past years due to the harmonization of support to National Societies in the areas of Red Crescent Law development, human resources systems and financial management development and joint planning. This will continue in the coming two years through further harmonization of the two organizations' planning processes, regular monthly meetings

between the ICRC and Federation regional representation key staff, work through and with the National Societies Leadership Forum and trilateral meetings (Turkmenistan Red Crescent, ICRC and the Federation regional representation).

### **c) Representation and Advocacy**

The regional representative and where relevant programme managers will continue to represent the Turkmenistan Red Crescent at meetings, conferences and events where the National Society has no access to or to strengthen its representation. At such occasions the International Federation will further advocate for the National Society's auxiliary role, promote the value of its community-based approach when addressing the needs, volunteers work and the value of partnerships and independence of the Movement components for the vulnerable people.

Special attention will be given to the Red Crescent Law development starting from an initial dialogue with the government and following with advocacy in front of relevant government bodies. The regional representative will accompany the National Society leadership during meetings with government representatives and will promote the benefits of having the Red Crescent Law for both parties.

Turkmenistan is the only country in the region where there is no agreement on the status of the International Federation. The regional representation will make additional efforts to develop preconditions for signing such an agreement with the government of Turkmenistan. This will be done through regular visits to the National Society and joint meetings with the government to lobby the agreement.

## Promoting gender equity and diversity

Traditionally women in Central Asia, especially in rural areas, are engaged with households and children, which leave them with little access to information on disaster preparedness. With this in mind, the disaster management programme spotlights disaster awareness of women and children in communities. The SPHERE standards guide the Red Crescent disaster response and the fundamental principles and the value of respect for dignity and equality are at all times promoted in disaster management awareness materials, during training and work with the communities.

Similarly, limited access to health related information for girls and women make them more vulnerable to diseases including STIs and HIV. Health issues like reproductive health and safe behaviour are never discussed at the household level. Polls<sup>2</sup> revealed that 90 per cent of parents do not talk to their children (especially to girls) about sex and drug use. The community-based health and care component will address the issue by concentrating on health education for women.

Promoting gender equity and diversity is always in the heart of the humanitarian values programme. In 2009-2010 the programme will continue to address the issue of gender based violence seeking to change behaviour within the communities, building on the results of the community survey and initiatives of 2008.

The statute of the Red Crescent Society envisages equal opportunities for the participation in the governing bodies for women and men.

## Quality, accountability and learning

The National Society will carry out routine monitoring of the programmes through regular field visits, observations, interviews, meetings with local authorities and community leaders, internal staff meetings with branch staff and progress reports. The participation of representatives of partner organizations and local community members in monitoring will be encouraged. The International Federation's regional representation will also undertake monitoring trips to programme sites.

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<sup>2</sup> In 2006 the National Society carried out a mini-survey among the population under the HIV prevention programme.

Relevant information will be gathered from branch reports to the headquarters, budget analysis, statistics and meetings with donors. The results of monitoring will be analysed, discussed at national and regional meetings and follow-up actions will be undertaken to improve the effectiveness of interventions. Best practices will be promoted among colleagues and exchange visits between branches and sister National Societies will be arranged to allow learning from experience.

The programmes actively share information on the progress and cooperation opportunities, lessons learned and international experience, captured in the World Disasters Report, during coordination meetings with partners, round tables and presentations at national and regional level. Progress is also reported through the web-sites and media. The National Society publishes annual reports that reflect major developments; the reports are distributed among local partners including the government, international NGOs, local NGOs, and business structures targeting both current and potential donors.

The SPHERE standards make up an integral part of the Red Crescent training for its disaster response teams and are applied by the National Society in its disaster response operations. The International Federation guidelines on national disaster preparedness and response mechanisms, as well as the characteristics of a well-prepared National Society, containing standards and key indicators of effective preparedness and response, will advise the capacity building efforts of the Red Crescent Society.

The initiative in community-based projects on disaster preparedness and risk reduction belongs to local communities and Red Crescent branches. National Society volunteers at local level participate in the project development and involve community members in the implementation. The programme also provides beneficiaries with the opportunity to participate in the monitoring of projects to achieve greater transparency.

In its capacity building efforts, the National Society is guided by the characteristics of a well-functioning National Society, particularly to the balanced development of the three key elements – foundation, capacity, and performance. The focus for the next years will be on achieving the characteristics of a well-functioning governing board (governance self assessment).

How we work	
<p>The International Federation's activities are aligned with its Global Agenda, which sets out four broad goals to meet the Federation's mission to "improve the lives of vulnerable people by mobilizing the power of humanity".</p>	<p><b>Global Agenda Goals:</b></p> <ul style="list-style-type: none"> <li>• Reduce the numbers of deaths, injuries and impact from disasters.</li> <li>• Reduce the number of deaths, illnesses and impact from diseases and public health emergencies.</li> <li>• Increase local community, civil society and Red Cross Red Crescent capacity to address the most urgent situations of vulnerability.</li> <li>• Reduce intolerance, discrimination and social exclusion and promote respect for diversity and human dignity.</li> </ul>
Contact information	
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