**RUSSIAN FEDERATION**  
15 July 2005

The Federation’s mission is to improve the lives of vulnerable people by mobilizing the power of humanity. It is the world’s largest humanitarian organization and its millions of volunteers are active in over 181 countries. For more information: [http://www.ifrc.org](http://www.ifrc.org)

### In Brief

**Appeal No. 05AA073;**  
Programme Update no. 1,  
Period covered: January - June 2005;  
Appeal coverage: [click here for live update]  
Original Appeal target: CHF 4,156,903 (USD 3.2 million or EUR 2.66 million)  
Appeal revision: CHF 4,299,391 (USD 3.3 million or EUR 2.75 million) [click here for budget]

The appeal budget has been revised because Russian Red Cross has received more funds then planned. This additional contribution from the British Red Cross has allowed for an increasing number of empowerment projects designed on the basis of Participatory Action Research (PAR) as well as for independent research by Russian Red Cross branches and roundtable discussions on preliminary results of the organisational development programme.

**Related Emergency or Annual Appeals:**  
Russian Federation Annual Appeal 2005 [click here]  
CHARP Chernobyl Programme Appeal 2005 [click here]  
Beslan Tragedy Emergency Appeal [click here]

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- Russia Delegation: Alexander Matheou, Head of delegation, Phone 7 095 937 5267; Fax 7 095 937 5263; email Moscow@ifrc.org  
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This Programme Update reflects activities to be implemented over a one-year period. This forms part of, and is based on, longer-term, multi-year planning. All International Federation assistance seeks to adhere to the [Code of Conduct](http://) and is committed to the [Humanitarian Charter and Minimum Standards in Disaster Response](http://) in delivering assistance to the most vulnerable. For support to or for further information concerning Federation programmes or operations in this or other countries, or for a full description of the national society profile, please access the Federation’s website at [http://www.ifrc.org](http://www.ifrc.org)
Operational Developments
During the first half of 2005, the International Federation supported the Russian Red Cross (RRC) in accordance with the objectives in the Annual Appeal 2005. The health and care, in particular TB, and organisational development programmes remained the main focus. The Federation Delegation, based in Moscow, and Russian Red Cross continued to raise the profile of the Red Cross and promoted the Movement’s humanitarian values and Fundamental Principles.

The appeal’s main donors are the British government/DFID (Department for International Development), CBF (Capacity Building Fund), Lars Amundsen Foundation, USAID, as well as American, British, Italian and Swedish Red Cross societies.

All programmes are directly implemented by the Red Cross through its country-wide network of branches and volunteers. The Federation provided technical support and monitored implementation.

Health and care

Objective: The targeted vulnerable population of Russia benefits from high quality social care and support in the health sphere through services provided by a strengthened Russian Red Cross.

Projects implemented to meet these objectives are: HIV/AIDS prevention among intravenous drug users through harm reduction initiatives; HIV/AIDS prevention through peer to peer education; support to the most vulnerable TB patients undergoing DOTS (Directly Observed Therapy Short course); and the development of the Russian Red Cross Visiting Nurses Service (VNS).

Harm Reduction project for intravenous drug users (IDUs), Krasnodarsky region.
Timeframe: 1 March 2005-31 August 2005
Donor: Italian Red Cross

Objective: To reduce the risks of acquiring HIV infection, related to the sharing of injecting equipment and sexual contact, through the outreach work.

The project liaises with drug users in their communities. It provides them with information and the means to reduce the risk of acquiring HIV infection through drug use and sexual contact.

Selection and training of RC volunteers
Selection of RC volunteers for outreach work was carried out. Ten from 20 applicants were chosen for a five-day training in outreach activities. Experienced coordinators, from the RRC Irkutsk branch and the outreach coordinator from the local NGO ‘NAN’, led the training. Pre and post training test results indicate an increase in the knowledge of HIV/AIDS and related issues among the participants (an 87% rating versus 100% respectively).

Selection of the organizations and venues for outreach
RC team members selected venues for outreach work. The main criterion was the number of registered drug users within a particular area. A mobile team was used, operating within a radius of 160 km, charged with visiting one venue per week. Thus far, RC volunteers made four outreach visits.

15 meetings and consultations with clients took place. The RC mobile team provided beneficiaries with information on their work.

At the moment, local legislation prohibits RRC from distributing syringes and needles for IDUs. It is expected that official approval from the Ministry of Health’s departments for drugs control and sanitary control will be received in the future.
Peer Education in Novokuznetsk District, Kemerovsky region.

**Timeframe:** 1 December 2004-31 December 2005.

**Donor:** British Red Cross

Russia is facing one of the world’s fastest growth rates in HIV/AIDS incidence. The rate of newly infected people has doubled every 6-12 months since 1995. Over a quarter of a million people were registered as living with HIV/AIDS in Russia in 2003\(^1\), but unofficial estimates put the total number of people living with HIV/AIDS at over one million.

As an auxiliary to the local authorities, the Russian Red Cross has a critical role to respond to the growing crises and help empower communities to reduce their vulnerability to health problems. The national society is in a unique position to achieve this. Its comparative advantage lies in its country-wide network of branches and volunteers.

RRC is contributing to address HIV/AIDS through its programme “Youth and AIDS: peer education”. The project aims to educate young people (14-25 years old) on safer behaviour and raise awareness on HIV/AIDS preventive measures, drug addiction and sexually transmitted infections (STIs).

**Objective:** Increased awareness of the youth on issues of HIV/AIDS prevention and drug addiction through the system of preventive activities using “peer education” methodology.

**Actual Result:** The project is a logical continuation of other RRC peer education programmes in the past. Consultants (experts in family psychotherapy, psychoprophylaxis and narcology) helped develop a monitoring system to measure behavioral change among the target group. This system still needs to be fully evaluated but early indications are that the seminars held by Red Cross youth peer educators have increased youth awareness on prevention of HIV/AIDS, dangers of drug addiction and sexually transmitted infections (STIs). More detailed assessments should follow in future updates.

RRC work on HIV/AIDS prevention has attracted new young volunteers, increasing RRC capacity to continue such (inexpensive) work in the future. During the reporting period, 52 90-minute workshops, entitled “Change your behavior and protect yourself from HIV”, were organized. 597 students attended. As a result, 18 young people were chosen as volunteers for HIV/AIDS prevention initiatives and 12 participants became Red Cross members.

The topics discussed during the workshop were as follows: ‘Why do we speak about the problem of HIV/AIDS’, ‘Medical and biological aspects of HIV/AIDS’, and ‘How can we protect ourselves and our relatives from HIV infection’. Participants filled in questionnaires before and after seminars so as to measure any changes in their level of awareness. 1,880 leaflets and papers on HIV/AIDS prevention and the concept of peer education were distributed.

Cooperation with local authorities and organisations working in this field has strengthened the RRC profile and led to further acknowledgement of the Red Cross’ role in HIV/AIDS prevention. Local authorities in the Kemerovo districts (Kiselevsk) have agreed to co-finance the project. The initiative is based on experience gained during implementation in Novokuznetsk. The administration of Kiselevsk, a town in the Kemerovsky region, initiated a similar project. Trainers from Novokuznetsk coached six instructors from Kiselevsk to hold prevention workshops. The instructors have begun work.

Good coordination with the Kemerovo AIDS centre has been developed and verbal agreement on exchange of information has been reached.

Finally, the project has increased knowledge of RRC and its humanitarian work in Russia, through activities on the ground as well as media coverage. Two articles were published in newspapers and five related radio and TV episodes were broadcast.

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\(^{1}\) Federal Scientific and Methodological Centre for AIDS Prevention statistics
The RRC coordinator monitored project implementation. One recommendation was that volunteers should prepare more for each workshop. It is being considered whether additional support from consultants is required in this respect. Future activities will be fine-tuned from past experience and information from processed questionnaires.

**Constraints:** At the beginning of the project, RRC did not have a tool for measuring behavioral change among the target group due to their exposure to peer education. Such a system is now to hand but it still needs to be ‘field tested’ to fully assess its effectiveness.

For further information on the British Red Cross funded programme - information activities, training of volunteers, site selection, identification of target population, including the coordination efforts - please contact the Moscow delegation at Moscow30@ifrc.org.

**USAID funded TB project in four regions of Russia.**

The original grant supporting TB programmes in three territories over three years has been extended to the end of September 2007 as well as being expanded to a new territory, Khabarovsk, in the Far East of the Russian Federation. The grant supports a programme that aims to develop an effective, comprehensive, sustainable and replicable model of TB control in four regions (Pskov, Khakasia, Belgorod and Khabarovsk) in partnership with the regional authorities.

The initiative complements the Appeal objective, working in cooperation with regional services to provide TB programming support to the most vulnerable people. The programme fills a gap in national TB care by monitoring TB care using social and nutritional support as an incentive for the most vulnerable TB patients. Past results show that successful treatment outcomes are clearly linked to RRC intervention. At the same time the programme is advocating international TB control guidelines.

**Objectives:** Assisting regional authorities to develop an effective TB control system; assuring access to care and follow-up for the most vulnerable TB patients, using social/nutritional support as incentives to increase adherence to treatment; facilitating improved links between prison and civilian TB services; increasing preventive awareness among the general population of TB, HIV/AIDS, sexually transmitted infections and promotion of healthy lifestyles; and strengthening the institutional capacity of Russian Red Cross (RRC) and its Visiting Nurses Service.

**Actual result:** The programme continued in Pskov, Khakassia and Belgorod regions and started in Khabarovsk. Medical-social rooms (MSR) equipped under the programme have been involved in implementation. In the town of Ostrov in Pskov region a new MSR funded by the project was opened.

The main achievements for the reporting period (January - June 2005) are as follows:

- **Social and Nutritional Support as a treatment incentive**

  Social support of TB patients remained the most effective tool for improving treatment compliance. Assistance was provided in the form of daily nutrition (protein kits), distribution of food parcels and hygienic parcels. Statistics show that the number of default patients is significantly lower among those receiving social support from RRC than those not receiving any form of social support. Promotion of these statistics is increasing recognition of the RRC social support as a crucial component in the fight against TB.

  RRC specialists constantly talk with clients to motivate them to continue treatment. Special attention is paid to encouraging TB patients who interrupted treatment to restart again.

- **Monitoring**

  A number of monitoring trips, including a visit of representatives from Centre for Diseases and Control (CDC), Atlanta, USA, to the republic of Khakasia, took place. CDC has provided the Russia Delegation with valuable recommendations to improve implementation. These will be shared with the field, and improvements will be implemented. A first assessment trip of the Russian Red Cross and Moscow Delegation representatives to the Khabarovsk Krai took place. Monitoring visits show that the recording/reporting system, standard therapy and treatment control are in place and that there are fewer mistakes in this process than before.
**Coordination and Cooperation**

The RRC role in the fight against TB is becoming more recognised. One indication of this is the number of invitations for RRC participation in large scale campaigns: the Russian Red Cross together with Moscow Delegation was a member of the organizing committee of the World TB day celebrations in Russian Federation, March 2005.

Moscow Delegation representatives have advocated for the Russian Red Cross to become a member of Country Coordination Committee (CCM) responsible for Global Fund implementation. Advocacy on behalf of the RRC was combined with assistance in drafting the application for the Global Fund fourth round.

*For further information on the USAID funded programme - information activities, legal, psychological and social support and logistical operations, including distribution of social support in the form of food parcels and protein kits, and tender for laboratories equipment - please contact the Moscow delegation at Moscow30@ifrc.org.*

**Development of the Russian Red Cross Visiting Nurses Service**

**Support for visiting nurses services in Smolensky and Vologodsky regions**

**Timeframe:** 1 January 2005-30 June 2005  
**Donor:** Lars Amundsen Foundation

**Objective:** Improvement of the health and social status of lonely elderly people and disabled persons; increase of professional skills of Red Cross visiting nurses; provision of health services through medico-social rooms in Smolensky and Vologodsky region.

**Actual Result:** The project in Smolensky supported salaries of 11 Red Cross nurses, a finance officer and a project coordinator to 180 beneficiaries. Nurses provided comprehensive basic home care in the form of medical and social assistance to the lonely elderly and disabled persons.

Provision of technical equipment for a medico-social room has improved the visiting nurses service in Vologodsky region. The medico-social room was set up in May 2005 and since then 90 persons (lonely elderly, children from the one parent family etc.) have benefited.

In June 2005, Russian Red Cross held two workshops covering 20 nurses from the Vologodsky regional Red Cross branch to increase their home care provision skills.

**Disaster Management**

**Goal:** To assist the integration of involuntary migrants into civil society.

**Objective:** To provide highly-qualified free of charge legal, psychological, medico-social and humanitarian support to involuntary migrants.

**Project designed to meet the objective is:** Population Movement (Funded by Swedish Red Cross).

From January-June 2005, RRC, with support from the International Federation and funding from Swedish Red Cross, continued to implement the following population movement projects:

1. Regional reception points for involuntary migrants in Nizhniy Novgorod and Orenburg oblasts (from 5 May 2004), Kemerovo (from 1 June 2004) and Moscow (from 1 February 2005).

2. Emergency legal counselling points for involuntary migrants at Novosibirsk railway station (from 5 May 2004) and Smolensk RRC regional branch (from 1 June 2004)

**Objectives:**

1. Provide professional legal, psychological and social support to involuntary migrants and vulnerable groups of local residents on the regional level free of charge.

2. Take part in implementation of the Federal special programme ‘Developing ways of increasing tolerance and reducing extremism in Russian society’ by conducting tolerance sessions at schools.
3. Strengthen coordination between RRC and government structures working in the migration sphere (Federal Migration Service, Ministry of Interior Passport-Visa Service, Ministry of Health etc.).
4. Attract attention of civil society to the problem of migration.
5. Strengthen organizational capacities of RRC regional branches and clearly show action of RRC mandate as a neutral and impartial organization.

**Beneficiaries:** Forced migrants, refugees, people seeking asylum in Russian Federation, internally displaced persons, labour and economic migrants, ecological migrants, undocumented migrants, and the most vulnerable local residents.

**Regions where migrants arrive from:** Internal unstable zones (Chechnya), NIS and Middle Asia countries, and other countries (Afghanistan, Iraq, Pakistan, China, Vietnam etc.).

In February 2005, due to the urgent need to support vulnerable migrants in Moscow, it was decided to include Moscow region.

During implementation of the “regional reception points for involuntary migrants” project, assistance was provided directly at the RRC regional branches (for migrants and vulnerable residents of the regional centres) as well as during regular field actions together with representatives of territorial Migration Departments (for the remainder of people living in the region). During the first four months of 2005, 2,817 people (including 1,934 migrants) visited RRC regional reception points and received legal, psychological and social consultations.

Within the ‘emergency legal counseling points for the involuntary migrants at the railway stations’ project, legal support was provided to needy people directly on the premises of the railway stations that were provided to RRC free of charge. 656 people received consultations from RRC legal consultants.

**Psychological support**

The most important role of RRC and government agencies working with forced migrants is to assist their adaptation to new social-cultural circumstances. In addition to social and material assistance, professional psychological support is necessary. The majority of internally displaced people have experienced chronic stress and RRC psychologists provide assistance in coping with symptoms of post-traumatic stress.

The programme builds on substantial Russian Red Cross experience and success in this field of work. This track record has helped shift the psychologists’ efforts towards provision of psychological assistance to children of migrants.

Psychologists are actively involved in diagnosing the psychological status of children and assessing their ability to cope with emerging problems. One of the main reasons for psychological problems among the migrants, and in particular children of migrants, is the attitude of the local population, which is often intolerant and hostile. To combat the intolerance, psychologists conduct tolerance trainings for children to encourage cooperation and good relations between migrant and local children. As a result, tension in class is reduced and a better atmosphere for effective learning is established. In turn, children’s improved outlook influences family members at home. Work with children also increases awareness of the Red Cross support network among migrant families and encourages vulnerable people to seek timely assistance.

RC psychologists emphasize family counselling. In this case support is provided both to children and their parents via family consultations.

RRC psychologists provided psychological support to 685 beneficiaries using the following methods:
- dissemination of information among forced migrants about the benefits of psychological support on offer;
- discussion on basic psychological problems of forced migrants;
- detection of typical and individual psychological problems of involuntary migrants, living in a specific area;
- provision of direct psychological support to migrants using different methods (for instance, individual counselling; family counselling; group training with children and adults; and educational sessions).
Psychological work has been effective. Many people applying for this type of assistance received follow-up treatments. A majority of the treated patients increasingly became ready to solve their problems by themselves.

**RRC Legal Network**

Within the population movement programme, RRC legal counsellors provide support (via personal and group consultation) to beneficiaries in the following fields:

- Procedure of application for Russian citizenship, permanent and temporary registration;
- Status of forced migrants and refugees;
- Job placement and labour contract (for foreign citizens as well);
- Restoration of lost documents;
- Pensions, social insurance etc.

Statistics received from RRC regional reception points reveals that the majority of the beneficiaries of the RC legal advisers are undocumented migrants. RRC legal advisers paid particular attention to assisting undocumented migrants, those without forced migrant status, and those without Russian citizenship to obtain legal status in Russia.

**Social assistance to involuntary migrants**

Social assistance was provided in the following forms:

- Social consultations on medical, social, educational, job placement and pensions;
- Humanitarian aid (food and hygiene items, second hand clothes and shoes collected locally);
- Assistance in accessing free of charge medical treatment.

According to reports from the regions, most visitors to the reception centre applied for humanitarian aid. Procurement and distribution of humanitarian aid is not provided for within the programme budget, and RRC regional branches conduct local activities to collect and distribute humanitarian goods.

Participating branches and railways station emergency reception centres collected and distributed the following items: food stuff, hygiene items, second hand clothes and shoes, wheelchairs, medical kits and bed linen. 6,950 people received support within the programme.

A significant part of the social assistance to the migrants was their social counselling. For the first four months of 2005, 812 persons visited RRC regional reception points with social problems, of whom 783 were helped.

All branches work in close cooperation with territorial Ministry of Interior Migration departments, and other organisations providing assistance to migrants.

One of the major constraints encountered during the reporting period was the lack of humanitarian aid, in particular food stuff and hygiene kits.

RRC branches have established relations with the regional departments of the following state services: social welfare, education, health, and labour. Furthermore, well publicised work of the Red Cross psychologists, legal advisers and social workers has led to increased recognition and the opportunity to develop working relations with non-government institutions dealing with social issues.

**Organizational Development**

**Goal:** Better programmes and service delivery to the most vulnerable in the Russian Federation through enhanced organizational capacity of the Russian Red Cross.
**Objective:** A stronger Russian Red Cross headquarters and participating regional branches through better coordination, self-assessment, planning and youth development.

**Expected results**
- Consistent and systematic organizational analysis, self-assessment and strategic planning is introduced into Russian Red Cross headquarters and regional branches’ practice. A system of coordination between headquarters and 3-5 selected regional committees is in place and functions effectively
- Consistent and systematic vulnerability and capacity assessment and project planning is introduced into regional branches’ practice
- Coordination between headquarters and regional branches is enhanced through improved communication and information sharing
- Financial management and resource mobilization in Russian Red Cross regional branches is improved
- Russian Red Cross youth movement is more consolidated and enhanced - at both Federal and regional levels - and is more actively engaged in programme management.

**Participatory Action Research (PAR) in five RRC regional branches**

**Timeframe:** The project started in Tomsk in October 2003 and is piloting a participatory action research (PAR) approach.

**Donor:** British Red Cross, CBF.

Through participatory research workshops Russian Red Cross is bringing vulnerable groups together with local government, non-governmental organisations and other relevant parties, asking them to assess priority problems, design projects to address them, and make the most of local resources.

PAR is supporting people to reduce the causes of their own predicaments by mobilising community action. The grassroots networks of Russian Red Cross are bringing vulnerable groups together with local government, non-governmental organisations and other relevant parties, asking them to assess priority problems, design projects to address them, and make the most of local resources. By involving beneficiaries in decisions directly affecting their lives, the Red Cross believes beneficiaries will not be just passive recipients of aid but active partners of the national society.

Increased participation of communities in designing and implementation of projects will, at the same time tailor RRC programmes to the real needs of the most vulnerable, identify methodologies and modalities of support to the most vulnerable considering their opinions and expectations, thus contributing to strengthening the sustainability of Red Cross operations.

The participatory research project carried out in Tomsk last year has proved that the Red Cross can only become more responsive to needs by consulting targeted communities. Responding to the needs of elderly in Tomsk, identified through PAR, the regional RC branch set up two extra socio-medical reception rooms. Moreover, the activities of Tomsk regional branch are monitored every quarter with the participation of local elderly people, thus strengthening their role as active partners of the national society.
During the reporting period, Russian Red Cross identified five regional branches from five RRC Zones to pilot the research with older people. These are Ingushetia (Northern Caucasus), Belgorod (Central Zone), Karelia (North-West), Samara (Volga Zone), and Chukotka (Far East). The branches were chosen based on their commitment and capacity to work with older people.

PAR were carried out in Chukotka, Samara, Karelia and Ingushetia.

In Chukotka, the PAR was concluded with a roundtable with the vice-governor and representatives of the Ministry of Health. Older people were able to articulate their concerns and ideas and the Okrug Government committed to consider the findings and asked for recommendations. In Samara, after the PAR, the regional government proposed to introduce within the regional social welfare system (in cooperation with the RRC regional branch) a ‘social passport’ intended to identify the most vulnerable in the region, thus ensuring that no vulnerable older people are missing their entitlements.

These early responses to the PAR are significant as an underlying goal of the initiative is to engage social policy makers and service providers in dialogue with vulnerable groups. In all cases, the PAR research teams included representatives of state social welfare structures. Reports on the PAR findings are being prepared for publication and will act as advocacy tools for the RRC.

All the PAR throughout the reporting period were a collaborative work of the Russian Red Cross, British Red Cross, International Federation of Red Cross and Red Crescent Societies, the Veterans Association, local and regional governments and the elderly.

Organizational analysis, self-assessment and strategic planning at the regional branch level

Donor: Capacity Building Fund (CBF).

During the reporting period the following activities were implemented:

- The Russian Red Cross continued to focus on organisational development of its branches. In February, “Characteristics of a well-functioning RRC regional branch”, specifying criteria to be matched by regional branches, were finalized and submitted for adoption to the RRC Presidium.

- In February and March, the “Guidelines” on project planning methodology were disseminated among RRC regional branches.

- The first workshop in organizational analysis, self-assessment and strategic planning was held in March, and was attended by the representatives of five RRC regional branches in five RRC Zones (Ingushetia (Northern Caucasus), Belgorod (Central Zone), Karelia (North-West), Samara (Volga Zone), and Chukotka (Far East). The workshop aimed to improve programme management. After the workshop, the participating branches were proposed to design their regional “Strategic Development Plans” for three years. The plans will be based on the results of organizational analysis and self-assessment and conform to the RRC HQ’s and Federation’s strategic priorities and recommendations.

- In April, a workshop in assessment planning process for smaller regional branches was organised. 12 representatives (chairpersons and programme coordinators) from nine RRC regional branches from Central Zone, including Voronezh, Oryol, Tambov, Tver, Tula, Moscow city and Moscow oblast regional branches, as well as Bashkiria (Volga Zone) and Leningrad oblast (North-West Zone) regional branches, participated.

- RRC regional branches completed their Regional Humanitarian Passports, providing key data on humanitarian contexts and RRC capacity to respond. The conglomerated Index Card, containing the Humanitarian Passports from all the regions, is managed at RRC headquarters level and accessible across the country.
**Constraints:** To date, “Characteristics of a well-functioning RRC regional branch” have not been included in the Agenda of the RRC Presidium. Therefore, the document remains a draft and has not been adopted as a guideline for the RRC regional branches.

**International representation and Advocacy**

**Programme Objective:** To increase the position and profile of the Russian Red Cross by providing a forum for dialogue with the government, non-governmental organisations, international organisations, and the UN with respect to engagement in volunteer-based services to assist the most vulnerable. This will include efforts to enable the Russian Red Cross to become a reliable and independent interlocutor with its government on humanitarian issues.

The International Federation Delegation has met with 12 Moscow based embassies during the reporting period, as well as with World Bank, EC and UN country representatives. The meetings were used to promote Federation messages of social inclusion for marginalised groups, and countering the spread of TB and HIV. The opportunity was also taken to raise the profile of the RRC within the international community. The Federation has also made over 25 appearances on Russian television, again promoting key humanitarian messages and the role of the RRC.

The PAR and TB programmes both include extensive cooperation with government, and Federation representatives have met with Russian government officials in ten Russian regions. All meetings are used to promote programme objectives and the auxiliary role of the RRC.

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## BUDGET SUMMARY

**PROGRAMME BUDGETS SUMMARY**

**Appeal no.(s) selected:** 05AA073

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<td>91,855</td>
<td>10,425</td>
<td>0</td>
<td>4,079</td>
<td>0</td>
<td>106,357</td>
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<tr>
<td>Programme Support</td>
<td>197,889</td>
<td>26,072</td>
<td>0</td>
<td>37,489</td>
<td>18,010</td>
<td>279,460</td>
</tr>
<tr>
<td><strong>PROGRAMME SUPPORT</strong></td>
<td>197,889</td>
<td>26,072</td>
<td>0</td>
<td>37,489</td>
<td>18,010</td>
<td>279,460</td>
</tr>
<tr>
<td>Personnel-delegates</td>
<td>163,008</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>174,000</td>
<td>337,008</td>
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<td>Personnel-national staff</td>
<td>1,042,589</td>
<td>178,190</td>
<td>0</td>
<td>161,039</td>
<td>0</td>
<td>1,381,818</td>
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<tr>
<td>Consultants</td>
<td>9,552</td>
<td>2,400</td>
<td>0</td>
<td>5,400</td>
<td>14,950</td>
<td>32,302</td>
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<tr>
<td><strong>PERSONNEL</strong></td>
<td>1,215,149</td>
<td>180,590</td>
<td>0</td>
<td>166,439</td>
<td>189,550</td>
<td>1,751,128</td>
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<tr>
<td>W/shops &amp; Training</td>
<td>147,375</td>
<td>12,000</td>
<td>0</td>
<td>104,100</td>
<td>0</td>
<td>263,474</td>
</tr>
<tr>
<td><strong>WORKSHOPS &amp; TRAINING</strong></td>
<td>147,375</td>
<td>12,000</td>
<td>0</td>
<td>104,100</td>
<td>0</td>
<td>263,474</td>
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<td>Travel &amp; related</td>
<td>108,484</td>
<td>14,432</td>
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<td>34,510</td>
<td>17,752</td>
<td>175,178</td>
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<td>Information</td>
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<td>19,400</td>
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<td>7,040</td>
<td>4,104</td>
<td>126,606</td>
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<td>Other General costs</td>
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<td>64,838</td>
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<td>125,398</td>
<td>48,244</td>
<td>575,538</td>
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<td><strong>GENERAL EXPENSES</strong></td>
<td>451,585</td>
<td>98,670</td>
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<td>256,948</td>
<td>70,120</td>
<td>877,322</td>
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<td><strong>TOTAL BUDGET:</strong></td>
<td><strong>3,044,450</strong></td>
<td><strong>401,107</strong></td>
<td><strong>0</strong></td>
<td><strong>576,755</strong></td>
<td><strong>277,080</strong></td>
<td><strong>3,299,381</strong></td>
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