

## **Human Resources and Organisational Development**

**CHF 1,761,000**

**Programme No. 01.75/2000**

### ***Programme Context***

Solidly established as an international relief organisation, the Federation is less well-known for its capacity building work within National Societies at national and local levels. This area of activity is however equally as vital. Currently the Federation is addressing a range of issues linked to the promotion of well-functioning National Societies. It is working on minimum standards to measure and monitor Societies' performance and to deal with integrity problems. It is looking for innovative ways of increasing Societies' financial resources. It is confronting the decreasing involvement of volunteers and youth in activities and services. Finally, it is working to ensure that Red Cross and Red Crescent policies, services and structures are gender sensitive.

### ***Programme Strategy***

The aim of this global programme is to contribute to Strategy 2010's goal of "well-functioning National Societies which can mobilise, support and carry out their humanitarian mission, contributing to the building of civil society". It will address the global aspects of capacity building identified by Strategy 2010 and also those forming part of the country and regional strategies. Throughout, it will emphasise the need for all programme activities to reflect the make-up of the population, particularly better gender, youth and ethnic representation. Technical dialogue with capacity building experts in ODA agencies will be intensified.

### ***Programme Objectives***

The programme will strengthen the Federation's capacity building culture by focusing on local realities and capacities. Here it will develop approaches and tools for branch development and capacity building in emergency situations. It will further explore the role of the Red Cross and Red Crescent in civil society through research, consultation and networking with other players and organisations.

The programme will continue to promote innovative and diversified funding approaches by encouraging National Society governance, staff and volunteers to explore and make better use of local pools of expertise, effective networks and new information technology. An updated Resource Development handbook will explore corporate volunteering and partnership, while practical application materials and guidelines for financial resource development activities such as income generating and cost recovery projects will be field tested.

To protect National Societies' integrity and strengthen their leadership and governance, the programme will develop and monitor a set of organisational change process and impact indicators. It will provide technical assistance in reviewing and updating National Society statutes and will hold annual leadership training courses in Geneva and facilitate regional leadership training.

To assist National Societies adjust to new forms of volunteering and youth work in their human resource development the programme will create a framework for volunteer management, promote strategic partnerships and alliances among volunteer and youth NGO networks and foundations and encourage participation in global networking events.

Gender mainstreaming will be promoted through developing case studies and documenting best practices, particularly in relief situations, and through producing guidelines and tools to help Societies ensure a gender perspective in their programmes, policies and structures.