

REGIONAL DELEGATE RECRUITMENT AND TRAINING PROGRAMME

CHF 1,665,000

Programme no. 01.02/99

The Federation's greatest strength is its global network of experienced Red Cross personnel, yet most National Societies still do not contribute people to its international work. In 1997, 89% of Federation Delegates came from just 20 National Societies, while the other 155 National Societies contributed the remaining 11% of delegates. Following the report on "The recruitment and training of delegates from non-traditional sources", a global appeal was launched in the Emergency Appeal 1998 and a plan of action put in place to set up networks of skilled, committed Red Cross and Red Crescent staff, co-ordinated by Regional Delegations, who would be available to share their expertise within the region as well as being on call to serve as delegates internationally.

Objectives

The aim of the programme is to enlarge the pool of talented potential delegates, leading to more skilled delegates and more effective Red Cross programmes; to increase the variety of nationalities among delegates to reflect better the international nature of the Federation; and to strengthen the capacity of NSs by giving their staff and volunteers the opportunity to develop their skills in new areas of work and training. National Society staff and volunteers and Federation Delegation national staff are the main target groups, but the open market may also be considered.

The programme has already had a tangible impact. Regional Delegations now act as focal points for recruiting and training regionally-recruited delegates proposed by National Societies and Delegations. By September 1998, 17.4% of delegates were regionally-recruited – slightly above the 1998 programme target – while funding for their missions had tripled and was coming from almost twice as many donors. A growing awareness of its significance among National Societies and within the Secretariat has led to widespread commitment to the programme.

The implementation of Phase I was scheduled for completion in December 1998. The first implementation team workshop was held in Geneva in September 1998. Eight regional workshops for National Societies/Federation delegations were held between September and December in collaboration with the Regional Delegations in Harare, Nairobi, Almaty, Budapest, and Delegations and the National Societies in Turkey and the Caucasus.

A common system and procedures to promote transparency and equity have been developed, as have global tools for proper pre-screening and matching, such as a standard interview and assessment system. Attention has focused on selection, registration and training, as well as the identifying and training of staff to move the programme forward in the regions. A review is under way of pay and contracts, and discussion is taking place on establishing an agreement

between the sending National Society and the Federation on the delegate's reintegration with the National Society after a mission.

Plan of Action

Funding is now sought for Phases II and III of this programme, which will comprise two further Implementation Team Training Workshops in Geneva; at least 10 implementation workshops in the field; the production of a manual and a video on the system and the selection process to be distributed to all National Societies and Delegations; and support for regionally-recruited delegates' training and assignments.

1999 will be the programme's last year as a separate entity. By the year's end, the systems will have been presented to all National Societies and the process integrated into the routine work of Federation Regional and Country Delegations, the Secretariat in Geneva and all National Societies.

Funding for Regional Basic Training Courses for Delegates (BTC) and funding for the sponsorship of individual missions through operational funding is also needed. It should be channelled through the specific Regional and Country Delegation Appeals.